Official Personnel Folder

SECRET

Handle With Care

FOX, JERONE PORSON 5735H AME MIAMI, FL 33159

RE1. IN 75

23 February 1977

Mr. Jerome Fox P.O. Box 593514 AMP Miami, Florida 33159

Dear Mr. Fox:

Enclosed is correspondence received in the Agency to be forwarded to you. Pursuant to the Privacy Act of 1974, we have made no response. In accordance with our policy, the request is mailed to you for any personal attention you wish to give it.

Sincorety,

Abraham Schwartz Chief, Control Division

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Mr. Jerome Fox 2004 Wellfleet Court Falls Church, Virginia 22043

Dear Mr. Fox:

I am happy to send to you, under separate cover, your Agency Retirement Medallion. The Medallion is a tamgible form of recognition and appreciation of your service to the Agency. It should serve as a lasting remainder of an homorable career, remarding associations and the knowledge that you played your part in a vital activity.

Let me, therefore, add my congratulations and wish you the very best for the future.

Sincerely,

P. W. K. Jamey Mrectage of Personnel

For the Property

Mr. Jerome Fox 2004 Wellfleet Court Falls Church, Virginia 22043

Dear Mr. Fox:

As you bring to a close your active career of service to your country, I join your friends and colleagues in wishing you well in your retirement.

It takes the conscientious efforts of many people to do the laportant work of this Agency. You leave with the knowledge that you have personally contributed to our success in carrying out our mission. Your faithful and loyal support has measured up to the high ideals and traditions of the Federal service.

May I extend to you my sincers appreciation for the important work you have done.

Sincoroly.

Carry L. C. Ty

H. E. Colby Director

Distribution:

0 - Addressee Organization: Director of Personnel

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SUMMARY OF AGENCY EMPLOYMENT Mr. Jerome Fox

1955-1962: Economic Analyst - Conducted research and analysis including statistical studies of Sino-Soviet Bloc production of military equipment and related materials;

Duties included the collection of economic intelligence
information; briefings and debriefings; training of
human sources in Latin America and Asia; the preparation
of inter-departmental studies and the development of
technical devices to aid in the collection of economic
intelligence;

staff, supervisory and limison capacities on U.S. and Asian area assignments: Was primarily concerned with the collection, evaluation and reporting of high priority intelligence of national interest including economic, political, social and military aspects of nations where assigned. Conducted limison with foreign government officials, law enforcement officers, senior military officers, influential businessmen and an array of sociopolitical and religious leaders who had knowledge of interest to the U.S. Government and some of whom were in a position to influence their governments and mold public opinion in support of U.S. foreign policy objectives.

Supervised a staff of as many as 10 Americans and foreign nationals and provided guidance and assistance to colleagues involved in similar activities. At various times was responsible for the staffing, budgeting and management of major programs and projects.

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6 SEP 1974

MEMORANDUM FOR | Mr. Jorome Fox

THROUGH

Head of D Career Service

SUBJECT

Notification of Approval of Disability
Retirement

- I: This is to inform you that the Director of Personnel has approved your request for disability retirement under the GIA Retirement and Disability System. On the basis of medical evidence, the Director of Personnel has determined that your disability is of a permanent nature; therefore, no further medical review of your case will be required.
- 2. Your retirement will become effective 14 May 1975, the expiration date of your accrued sick leave. You may be assured that every effort will be made to expedite delivery of your first check following completion of the administrative details required to effect your retirement.

Ronald Cage

Chief

Rotirement Affairs Division

Distributions

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- 1 OPF
- 1 ROB Soft File
- 1 ROB Reader

OP/RAD/ROB/WFMadigan:jat/3257 (5 September 1974)

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2 JUL 1974

MEMORANDUM FOR & Chairman, Board of Medical Examiners

SUBJECT

Request for Medical Evaluation -Mr. Jerome Fox

- I Subject a participant in the CIA Retirement and Disability System, has applied for disability retirement under the provisions of Section 231 of Public Law 88:643. Central Intelligence Agency Retirement Act of 1964 for Gertain Employees. It is requested that a medical examination be arranged for Subject and that a written report of the Board of Medical Examiners as prescribed in paragraph f. (4) of HR 20-50 be submitted to the Director of Personnel.
- 2. Attached are copies of the Supervisor's Statement and the Application for Disability Retirement. The Office of Personnel has been advised by the Office of Medical Services that a private physician's statement has been forwarded directly to them.
- 3. Mr. Fox will remain on duty pending a decision on his applica-

R. L. Austin, Jr.
Deputy Director of Personnel
for Special Programs

AN TABLET MAY

Attachments:

a. Supervisor's Statement

b. Application

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OP/RAD/ROB/WFMadigan:jat/3257 (28 June 1974)

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There is on file in the Personal Affairs Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on 18 February 1972.

This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

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MEMORANDUM FOR: Deputy Director for Plans

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THROUGH

Director of Personnel

SUBJECT

Departure Short of Tour and Home Leave -

Mr. Jerome Fox

REFERENCE

CSN 20-89, PERSONNEL, 16 April 1971

Paragraph four contains a recommendation for your approval.

- Mr. Jerome Fox 1s a GS-13 Operations Officer who has been assigned to the Manila Station since 20 May 1969. His current tour will end on 19 May 1971; his request for a second tour after home leave has been approved.
- 3. Mr. Fox's wife has acrophobia and does not fly. In view of her condition sho has been authorized round-trip travel by sea. The Division has authorized Mr. Fox and children to accompany her on the voyage from Manila to the U. S.
- Manila Station advises that the Fox Family can be accommodated on a ship scheduled to sail from Manila on 3 May. In order to make the salling, Mr. Fox would have to depart post before completion of his tour. The Far East Division recommends approval for Mr. Fox to depart Manila short of tour for home leave.

William E. Kelson Chief, Far East Division

CONCUR:

The request contained in Paragraph four is APPROVED:

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Doputy Director for Plans

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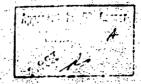
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## MENORANDUM FOR: Clandestine Services Career Service Board

SUBJECT

Recommendation for Promotion from GS-12 to GS-13 for Mr. Jerome A. Fox

- 1. FE Division recommends the promotion of Mr. Jerome A. Fox from GS-12 to GS-13.
- 2. Mr. Fox first joined the Agency in 1955 in the DDL. He rose rapidly from GS-07 to GS-12 which grade he achieved in March 1961. He spent one overseas tour in Tokyo in the Factory Markings Program. In April 1963 he transferred to the DDP. This action and the adjustments it necessitated have undoubtedly held him back from the normal career advancement to be expected for one of his ability.
- 3. In the DDP Mr. Fox first served in Victnam Operations in Headquarters and then from 1964-1966 in Salgon. There he performed effectively in both linison and unitateral operations with elements of the Victiamese police. He personally recruited several agents and established a successful mail intercept unit. He was first recommended for premotion to CS-13 during his Vietnam tour.
- 4. In November 1966 Mr. Fox joined FE/PMI, first on the Indonesian and currently on the Philippine Deak. He has served as the Indonesia Deak and Branch referent for Communist Party Operations, where he proved himself to be an excellent analyst. He has also served. an a deek officer handling a variety of projects. He has performed his dutice in a consistently strong manner, and has shown sound operational judgment. Aire Fox writes well, and gots along extremely well with his co-workers and contacte. He is now scheduled for a field assignment in handle in 1769. In view of his strong Headquarters deck performance and lile previous recommendation from the ram, Mr. Fox was recommended for promotion again in February, 1968.
- 5. Mr. Fox is an experienced and competent Headquarters and field operations officer. He has repeatedly demonstrated his ability to perform of the GS 13 level. In consideration of his fine record of ... productivity Leocommend that he be promoted to CA-13.

Gallian E. Helson Chief, Zer East Division

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30 January 1968

MEMORANDUM FOR: FE Career Management Committee

SUBJECT

Recommendation for Promotion from CS-12 to CS-13 of Mr. Jerome Fox

- 1: This office wishes to relicrate its provious endorsement of the Saigon Station's recommendation for the promotion of Mr. Fox from GS-12 to CS-13.
- 2. Mr. Fox was initially assigned to the indonesian Desk as an Operations Officer responsible for Headquarters support of the Diskerta Station's Communist Party Operations Program. This was a demanding task requiring sound operational judgment, experience, and the capacity to absorb large quantities of operational data and information. Despite no prior background in Indonesia, Mr. Fox quickly got on top of the material and projects and made a valuable contribution. He also had other duties concerned with support for other Station unliateral activity.
- 3. Mr. For was subsequently analyzed to the Philippines Deak in preparation for an assignment to the Philippines as chief of a exparate field unit in Cabu. Ille work on the Philippines Deak in support of Manila Station operations was also marked by a high degree of preferences.
- 4. Mr. For is a capable and experienced Coorations Officer:
  its improvem to Victuam a unique ability to develop valuable operational assets (he was the case officer charged with sensitive connects with the Victoria), and his work to this lireach has been excellent. In view of this good record of productivity, and so a stimulus for future development. I strongly recommend that Mr. For be promoted to GS-13.

Minn P. Kennedy Acting Chief: FE/PMI

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SECRET REQUEST FOR PERSONNEL ACTION DATE PREPARED 13 May 1967 017974 FOX, Jerome / NATURE OF PERSONNEL ACTION 4 EFFECTIVE DATE MOUESTED 3. CATEGORY OF EMPLOYMENT Reassignment 05 | 21 Regular COST CENTER NO CHARGE LEGAL AUTHORITY (Completed by Office of O 10 V Ø 10 Ø 7237-1385 9 DEGANIZATIONAL DESIGNATIONS 10 LOCATION OF OFFICIAL STATION DDP/FE PE/PMI - Philippines, Malaysia, Indonesia Indonesia Section Washington, D.C. I I'S POSITION TITLE POSITICA NUM J. CAREER SERVICE DESIGNATION Ops Officer D-12 3877 14 GHASSIFICATION SCHEDULE (GS. LB. rk.) IS OCCUPATIONAL SERIES & GRADE AND STEP 0136.01 12 . 12,443 10. REMARKS FROM: DDP/FE/PMI/Philippine Section/Unilateral FI and CA Unit/4025 Mary T. Boulger, CFE/PER SPACE BELOW FOR EXCLUSIVE Cifici (Coms CAN OF US na come. Bifidmini Gala -II. MPARATION DATA LOSS 32 COPIECTICA CARCITIATION SATA-34 SCF EOD DATA 110 BO. 16 MIN (CAP CAN) I) icas com part unie Gilcer Har heath instant ed took theent to 9- 84:719. 1-111 biline's contractat mania para 47 HAYL CAL 0 / Heite tu bate े का स्थापन प्रापत (कर्म एक ) सम्प्र र स्थापन के प्रापत तथा किय र सम्प्र र स्थापन के प्रापत तथा किय र सम्प्र र स्थापन के प्रापत STER TAS BATA

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## BIDJET: Letter of Commention

D: COLOREL PRED DILLER

Commander, Det #4 (PACATIC)

1125th USAV Field Activities
(ATIC) APO 94

- 1. The successful cutcome of the Assempted Technical Intelligence Courts conducted at Michael Air Base, Paray (11); has been due to the indefatigable offerts exerted by the training term of your unit from 12 to 23 Jan 1201.
- 2. During that brief period your team displayed professional correctness and mastery of the subject. They successfully beganted to the students vital that on the procedural aspects of gathering agreement technical intelligence. Their extensive use of training films further enhanced the student's learning process and the practical training they gave in intelligence Performing will so a long way in beliging MAN personnel annimilated important technical aspects. They are, indeed, a credit to your organization.
- 3. It is, therefore, with great pleasure that I commit the following society of your team for the valuable services they remained to the Mullippine air Force;

17 COL ROSART O TRUCKARROL BEOLEA HADRIER TO TOUT OF TRAGEL MAJOR LOSETE & CLUE 167101 CAPT REPORT OF HAVES ALZZINOVA PR. TYTER 107 TYPE CHILLS OF HALLON AV-10376520

4. It is requested that a copy of this consendation for pure of each individuals military personnel record.

Signi englis

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8 May 110

MENDRALEUM FOR: CEFO/Branch C

SUBJECT : Mr. Jerose Pox, Request for Reassignment from

DDI/ORR to FR/VCL

1. The FR Myleica requests that arrangements be made with the BMI/CMR for the reassignment of Mr. Jerome Fox; 08-12; to the VII Branch to work on the recently approved forth Vietnam program. The Vietnam beak of VII has a requirement for an officer to devote full time to the collection, collection and evaluation of material available on Borth Vietnam. This material, came assembled, will be used as a bests for both paramilitary and paychological warfare operations to be mounted against Borth Vietnam. It is falt that Mr. Rom is particularly qualified for this assignment with his excellent beakground as a resourch officer and the experience gained on his Mar East assignment in 1979-62. The knowledge he gained at that time of covert operations in relation to his Mar responsibilities will be helpful to him is the work employment for him in FR/VIL. Mr. Rox has travaled in Ecuthesat Asia and also dealt with Borth Vietnam as

8. It is our understanding that Mr. Fox is evaluable for rescripment to been interviewed by Mivision officers who feel his essignment would entirely an important requirement on this priority program. It is requested that his essignment to FI/VCL, without a change in Service Designation, be errorged with IDI for appreximately one year. At the end of that time, based on a review of Mr. Fox's espablistics and interest in relation to a permanent IMP essignment, the possibilities of a change of service designation total to explanate.

Robert J. Myere Acting Caler, Far Bact Division

Appropria by C/PMC R.S. Shear, Sart Mile IS MAG 1963

REQUEST FOR PERSONNEL ACTION  1. SECURITY OF PERSONNEL ACTION  1. SECURITY FOX, Jeroco  1. Nature of reconnect action  Resistingment and  Transfer to Vouchered Funds  1. Funds  1. Funds  1. Funds  1. Funds  1. Case of Personnel  1. Funds  1. Funds  1. Funds  1. Funds  1. Case of Personnel  1. Funds  1. Funds  1. Funds  1. Funds  1. Case of Personnel  1. Case of Personnel  1. Funds  1. Case of Personnel  1. Case of	R		the state of the s		
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This notice should be filed in the employee's Official Personnel Folder	
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23 FEB 1961

MEMORANDUM FOR: Director of Personnel

THROUGH:

Chief, FE, DD/P

THROUGH:

Assistant to the DD/I (Administration)

SUBJECT:

POX, Jerome -- Promotion

1. It is requested that Mr. Jerome Fox be promoted from OS-11 to C6-12. Mr. Fox is currently assigned to Tokyo on the DD/I Foreign Field Annex. He entered the zone of consideration for promotion in October of 1958.

- 2. Mr. Fox was assigned to Tokyo in July of 1959 to serve as the Factory Markings Officer. He has displayed expertise and professional competence in the markings field, functioning in an outstanding manner as the authoritative focal point for the program in the North Asian area. This request for promotion was initiated by the Chief, SIS, Tokyo, and favorably endorsed by the COS, Tokyo. The Chief of the Factory Markings Staff, CRR, who recently returned from a visit to the Tokyo Station, personally observed Mr. Fox's effective working relationships with U.S. offi-ctals and foreign listson in Tokyo, Taipel, and Hong Kong. Mr. Fox has demonstrated high devotion to duty and displayed a high degree of initiative and self-reliance.
- 3. Upon completion of Mr. Fox's overseas assignment, he will return to the ORR Departmental Staffing Complement in a position commensurate with the grade to which promotion is recommendéd.

SUBJECT: POX, Jerome -- Promotion

4: It is requested that FE/DD/P initiate the appropriate request for personnel action and that processing of this promotion action be accomplished as soon as possible. It is also requested that a copy of the 1150 be forwarded to this Office.

FOR THE ASSISTANT DIRECTOR, CRR:

PAUL H. HILDERAND
Chief, Alministrative Staff

CONCURRENCES:

Age is fact to the DD/1 (Administration)

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DATE: JUN 9 1955

TO : Placement and Utilization Division. Personnel Office

PRON: : Assistant Director, ORR

SUBJECT: JEROME FOX

ORR. Therefore, it is requested that the above-named individual be brought on duty as soon as possible.

FOR THE AUSISTANT DIRECTOR! OF ALL

Chief, Administrative staff, GRR

CONTRACTIA.

## Office Memorandum • UNITED STATES GOVERNMENT

TO Placement and Utilization Division, O/P

DATE: 21 April 1955

AFTEN I laus Ichenney

FROM : Personnel Officer, ORR

SUBJECT: FOX, Jerome - Request for Provisional Clearance

1. It is requested that a Provisional Clearance be granted for Ar. Jorome Fox to allow his entrance on duty at the earliest opportunity:

2. This Office is prepared to assign in You to an unclassified project in the Library of Congress for the Techniques and lethods Division. It is the opinion of the Techniques and bulleds Division that the saterial produced by this project will be advantageous to the Division.

William Cooly

St/A/RR

Distribution:

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	NOTIFICATION OF ESTABLISHMENT OF OFFICIAL COVER BACKSTOP	26 August 1966
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O:	CHIEF, CONTRACT PERSONNEL DIVISION	FOX, Jerome (NMI)
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	NOTIFICATION OF ESTABLISHMENT OF MILITARY COVER BACKSTOP	8 November 1962
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MPAY ACJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 CF TITUE 5. U.S.C. AND EXECUTIVE CREER LIBIL PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND DCI DIRECTIVE CATEL OB OCTUBER 1962.

EFFECTIVE DATE OF PAY ACJUSTMENT: 13 OCTUBER 1974

NAME SERTAL ORGN. FUNDS GR-STEP NEW SALARY UT7974 45 997 V GS 13 6 825,451

1 July 1959

File: K - 2303

MEMORANDUM FOR: Chief, Records and Services Division Office of Personnel

SUBJECT

Jerome FOX

1. Cover arrangements are conpleted for the above-named Subject.

- 2. Effective 15 June 59 , it is requested that your records be properly blocked maximum to deny mathematical Subject's current Agency employment to an external inquirer.
- 3. This memorandim confirms an oral request of 1 July 1959 by Mr. R. C. Davice, Room 1608, "L" Building, Extension 2020

Grape m. ada MARRY W. LITTLE, JR.

Chief, Central Cover Division

cc: SSD/OS

FOR PURPOSES OF THE FAIR LABOR STANDARDS ACT, AS AMENDED, YOU ARE DESIGNATED EXEMPT.

EFFECTIVE DATE OF DESIGNATION: 01 MAY 1974.

FOX JEROME

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"PAY ADJUSTMENT IN ACCUMDANCE WITH 5 U.S.C. 5305 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF CCI AS PREVICED IN THE CIA ACT OF 1949, AS AMENDED, AND OCI DIRECTIVE DATED 08 CCTCBER 1962."

EFFECTIVE DATE UF PAY ACJUSTMENTS OF JANUARY 1973

NAME

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EFFECTIVE DATE OF PAY ADJUSTMENTS 9 JANUARY 1972

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EFFECTIVE DATE OF PAY ADJUSTMENTS TO JANUARY 1971

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EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

NAME

SERIAL DAGN. FUNDS GR-STEP

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POX JEROME

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EFFECTIVE DATE OF PAY ADJUSTMENT 13 JULY 1969

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SECRET SDF: 7 NOV 63 NOTIFICATION OF PERSONNEL ACTION COF MINA NUMER FOX JEROME 017974 PIPECTIVE DATE S CATIGORY OF IMPLOYMENT 10.1.20|63 PROMOTION RECULAR V 10 V V 10 CF PUNOS 3 CF 10 V CF TO CF 50 USC 403 J 9137 1375 0000 ORGANIZATIONAL DESIGNATIONS 10 LOCATION OF OFFICIAL STATION DDP/FE FE/FME-PHILIPPINES, MALAYSIA, INDONESTA PHILIPPINE SECTION WASH., D.C. CON OFF VICE CONSUL W/C.
OFS OFFICER. 4024 ()5 5 13 3 13330 FSR-15369 0136.01 IF PEMARES WASH., D.C. SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 10 | 09 28 10 [20 ] 68 10 20 68 RETIREMENT DATA D SECURITY 4 ILAVE CAT 1 195 2 NO SICHATURE OF OTHER APTHEMPILATION FOSTED Use Previou SECRET

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MPAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 E.D 210 OF PL 90-206 AND EXECUTIVE DROEF 11413 PURSUANT TO AUTHERITY OF DEL 45 PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATES & COOKER 1962"

EFFECTIVE DATE UF PAY ADJUSTMENTS 14 JULY 1958

NAME

SERIAL ORGN. FUNDS GR-STEP SALARY SALARY

FOX JEHONE

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EFFECTIVE DATE OF PAY ADJUSTMENTS 8 OCTOBER 1967

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OLD NEW SERIAL OPEN, FUNUS GRESTED SALARY SALARY FOX JEROME 017974 45 500 CF GS 12 4 \$11.315 \$11.723

ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

## GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

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IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCI MEMORANDIM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS. REFECTIVE 5 JANUARY 1944.

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IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAR BY 793 AND DCI MEMORANDUM DATED 1 AUGUST 1955 . SALARY IS ADJUSTED AS FOLLOWS.

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NOTIFICATION OF PERSONNEL ACTION

POSTED

PREVIOUS CONTERNANT SERVICE BAIL

PSC: 17 MARCH 1961

OCF

Charles Provious

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SIGNATURE OR OTHER AUTHENTICATION

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IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED

1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD NAME

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IR FOX JEROME

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OTRECTOR OF PERSONNEL

IN LIEU OF FORM 1150 THIS NOTIFICATION EFFECTS A CHANGE IN OCCUPATIONAL SERIES RESULTING FROM APPLICATION OF STAFFING COMPLEMENT CHANGE AUTHORIZATION NUMBER 22 DATED 1 JULY 1960.

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NAME

SERIAL

GRADE-STEP OLD SALARY

NEW SALARY

FOX JEROME

117974

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GORDON N. STEWART VS/ DIRECTOR OF PERSONNEL

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CENTRAL INTELLIGENCE AGENCY P.C. 27 May 1955

## NOTIFICATION OF PERSONNEL ACTION

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#### SECTION D

#### NARRATIVE COMMENTS

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It is neither feasible nor desirable to attempt an evaluation of Mr. Fox's performance as an operations officer based on the relatively short period (5 months) he has been assigned to the Korean Desk. Throughout this time he has been faced by a series of medical and personal problems which have understandably precedified him. His medical problems which causes him almost constant pain, has led him to apply for disability retirement; a decision on his application is pending. He has also had to undergo a series of family problems which required a great deal of time and attention. Under the circumstances no specific duties and letter grades are being listed in Section B above.

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28 August 1974

MEMORANDUM FOR THE RECORD

SUBJECT: Meritorious Unit Citation

On 20 August 1974 the Director of Central Intelligence approved award of the Meritorious Unit Citation to the Manila Station in recognition of the outstanding performance of the following employees during the period June 1971 to December 1973:

Smith, Vernon
Finneran, Robert
Summers, Georgette
Cohen, Meyer
Katson, Apita
Rider, Benjamin F.
Gordon, James M.
Miller, Richard H.
Löyle, Mary Patricia
O'Reilly, John
Waller, Marie E.
Cotten, Mary Anne
Ferguson, Alan C.
Steed, Herbert L.
Koucher, Charles
Vasko, Philip F.
Hayes, Richard
Stephens, James L.
Jameise, Jill
Anton, Eleanor A.
Lashorne, H. Wesley
O'Reilly, Judith S.
Donohue, Thomas A.
Yaccaro, Joseph R.

Flagg, Karren Sullivan, Daniel J. White, Robert H. Johnson, Richard W. Markle, Cheryl L. Thomas, Ann Robinson, Owen P. Chu, Kirby K. P. Larson, Judy A. Reiniger, Noel W. Blooding, Shaleta C. Byerly, Paul M. Carnivale, Frank Edinger, John B. Rejonis, Dahlia A. Fox, Jerome' -Kaul, Robert J. Rejonis, Walter G. yon Berg, Helmut L. Robertine, Lloyd J. Sherno, Frank Reynolds, Malcolm Soderoulst, Ray Jackson, Arthur

Johnson, Nesley Kalaris, George T. Mears, Alyce A. Champlin, bendy C. Behee, Jean A. Fitchett, Mildred L. Harris, Bobby Chao, James Thompson, Colin R. Wright, William H. Brookner, Janine M. Hauschild, Raymond G. Amiano, Suzanne K. Shields, Charles A. Ticulka, Vincent R. Newhouse, Lawrence L. O'Connell, Mary M. Kaul, Marlene Schroeder, Roderick Gesswein, F. Clark Chao, Karen Edinger, Sharon Shima, Terry

R. L. Austin, Jr. Recorder

Honor and Merit Awards Board

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SECTION C NARRATIVE COMMENTS

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As the Station narcotics referent, Subject has continued to concentrate his efforts on developing our drug field callection capability. The penchant for detailed analysis that earlier made him an authority on Communist Party affairs has served him well in the past year in building the Station canon of knowledge on narcotics matters. He has successfully recruited the head of a private organization concerned with addict rehabilitation and drug abuse prevention. Because of his proximity to the drug world, this agent serves as a rich source of background data and as a spotter. In the latter role he has produced two individuals whom Subject has recruited as intelligence sources. One, the estranged wife of a narcotics wholesaler who, at one time was engaged in international trafficking. The other is a chemist formerly employed unwittingly, on a part time basis, by a suspected drug syndicate. The latter source is, at this writing, once again on the fringe of involvement with a group that apparently wants to use her as a courier on a one-shot basis and later utilize her professional skills in their laboratory.

Subject is the Station representative on Mission narcotics affairs and the focal point for the Mission Narcotics Intelligence Sub-Committee. He provides the day-to-day liaison with the regional DEA office. Liaison with the Philippine enforcement services, while largely the realm of DEA, provided Subject an opportunity to recruit unilaterally one of the country's leading experts in narcotics enforcement after he was chosen

SECTION D	CERTIFICATION AND COMMENTS
	BY EMPLOYEE
I CERTIF)	THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT
	SIGNATURE OF EMPLOYEE
21 August 1973	/S/ Jerome Fox
2.	BY SURERVISOR
WOUTHS EMPLOYER HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
SATE	OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE
21 August 1973	pcos /S/ Thomas A. Donohue
3	BY REVIEWING OFFICIAL
3	

COMMETTER OF BEVIEWING OFFICIAL

Subject has completed his second tour of duty at this Station. Looking back over his record of accomplishments, one will find a number of good achievements, but when they are all added up and measured against four years at the Station the sum falls short of what I believe he was capable of producing and should have produced. The promise that he showeduring the early part of his tour never really materialized. He can and does work hard at his assignment, but he is unable to apportion his time; he can shall ze an operational situation weld, but cannot express the analysis fucidly in writing without a great deal of effort and re-writing la fairness to the Subject it should be noted that during a part of this

COS /S/ George T. Kalaria

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# Section C. Narrative Comments (Continued)

for a multi-national advisory role abroad. A turnover was made to a TDY BKHERALD officer from the country concerned prior to the expert's departure from the Philippines.

Because of the profusion of various U.S. intelligence groups incountry, PBRAMPART and related business is a very lively and time consuming activity. He has coordinated and monitored the activity, maintaining the while good and forthcoming working relationships with his counterparts.

A Muslim source, whom he recruited, has been sent on regular trips into his home province now an embattled area in the insurgency and has become a regular producer on Muslim attitudes and plans. He enjoys access as well to Muslims resident in the Manila area and to travellers from the southern Philippines.

Subject is an intelligent, experienced officer with a wide knowledge of the entire Philippine scene, its participants and their pecking order. He is a quick and ready source of the details of the history of recent years and he has extensive knowledge of where many of the more important bodies are buried. He maintains a wide variety of disparate contacts that enable him to maintain a detached perspective. It may be, however, that a degree of staleness is affecting his performance and four years has been too long a tour. A recurring problem, an attempt to do too much at one time, continues to mar his performance; over time, this has been the subject of discussions with him. Because of his inability to establish correct priorities for himself, he often expends his extensive energies on incidentals at the expense of the important. This is an unfortunate failing for under the pressure of inexorable deadlines, clarity and detail suffer in his operational correspondence and, in general, he hides his considerable light under a bushel of his own making.

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Reviewing Comments (Continued)

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calendar year he was plagued with both health and personal problems that diverted him from the work at hand.

Subject has spent almost seven consecutive years on Philippine affairs, at Hqs and in the field. In Subject's case I believe this has worked to his disadvantage. He is "burned out" on the Philippines.

The rating officer has been fair and objective in his assessment of Subject's performance for the period covered by this fitness report. Subject's performance came to my attention daily.

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#### CTION C HARRATIVE COMMENTS

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In keeping with our growing national concern for worldwide narcotics production and traffic, the Station reallocated personnel, resources and priorities in order to learn the nature of the Philippine role in this illicit activity. Subject was assigned, halfway through this reporting period, as Station referent with as his primary responsibility the coordination of all of our efforts in the narcotics field. One other officer has been assigned full time to assist him.

Subject began, starting literally from scratch, by surveying the entire mission and the military bases to learn what on-going activity already existed and what areas of the problem the various civilian and military agencies considered to be of prime concern. He established an intelligence sub-committee of the mission narcotics group and set the guidelines for inter-agency intelligence coordination and established a common source registry. A great amount of missionary work has been necessary on his part, even among the professionals in the drug field, differentiating enforcement considerations from those of pure intelligence. He has established good working relationships with the concerned mission elements, concentrating primarily, of course, on liaison and support arrangements with the LNAGON representatives; the latter, during this period, moved their regional office to Manila expanding greatly this period, moved their regional office to Manila expanding greatly

CERTIFICATION AND COMMENTS SECTION D BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A. B. AND C OF THIS REPORT MANURE OF EMPLOYEE /s/ Jerone Fox 24 November 1972 BY SUPERVISOR HAR NOT BEEN THORN TO EMPLOYEE, DIVE EXPLANATION TYPED OR PRINTED NAME AND SIGNATURE: /sy Thomas A. Donohue Deputy Chief of Station 24 November 1972 BY REVIEWING OFFICIAL COMMENTS OF REVIEWING OFFICIAL There is no question in my mind that Subject has ability. he lacks is the capacity to organize himself and his work. The result is that his performance is very uneven. This deficiency has been brought to Subject's attention on several occasions in the past 30 months. He recognizes it, but has been unable, in my opinion, to overcome it finally. This limits his usefulness at a small or medium sized Station where perforse an officer must be able to handle competently a number of disparate matters simultaneously. His written work continues to fall short of the level one should be able to expect from an officer of his grade and experience. It is (continued)

24 November 1972 Chief of Station /s/ George T. Kalaris

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SECTION C - Nurrative Comments (continued)

their need for our support.

Subject, at the same time, surveyed the host government intelligence and enforcement agencies to learn how they had structured their responsibilities in combating the narcotics trade. By seeking out current and former liaison contacts, the picture that he received of the estimated size of the problem and the Philippine control effort gave us some idea of the parameters of what it was we were dealing with. Through a formerly dormant liaison contact, one of the country's experts on narcotics, he has developed both a window on what is being done officially and a means of access capable of affecting the Philippine policy on the subject. During a recent regional ASEAN meeting on narcotics held in Manila, Subject was able to insure that our objectives for the conference were met through this influential asset.

Subject has made a fine beginning in getting our narcotics effort underway. He has done the basic research, begun building the necessary data base and has culled from other activities three or four Station assets whose natural access is being utilized to develop leads into the murky Philippine underworld. His flair for organizing disparate data is being put to excellent use.

In the earlier period covered in this fitness report, Subject was plagued by a nasty, debilitating fever that eluded diagnosis for some time. A period of hospitalization followed by the necessary recuperative period kept him out of action for a lengthy period. Close on its heels, this was compounded by a freak bone break in his hand that required surgery and once again kept him off the active list.

Subject is a good agent handler; he is both FI and CI minded and he has the ability to ask the right questions to extract the maximum information from his sources. He has a great deal of energy and he liberally expends it in his work. This strength, curiously, is also a weakness since he has the tendency to ride off in all directions at once. In this flurry of activity, by attempting to do everything at the same time, his writing tends to become a shorthand of sorts and clarity inevitably suffers. He is aware of these problems and has consciously made the effort -- particularly since he has become the narcotics referent -- to give proper order to his priorities.

As has been mentioned previously, his knowledge of the Communist Party activities and personnel is impressive and until he relinquished his role as the Communist Party referent, he was a helpful focal point for other Station officers with party assets. In the months ahead his concentrated efforts against the narcotics target should bear fruit.

SECTION D - Comments of Reviewing Official (continued)

because of these shortcomings that I would rate him in the overall sense as Proficient. We get the results we want from him, but we have to push fairly hard. Comments made in carlier Fitness Reports regarding Subject's expertise in local Communist Party matters continue to apply. He is indeed a walking encyclopedia on local party matters and shows considerable acuity in his analyses of the party. Subject's work comes to my attention on the average of five to six times a week.

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SECTION C	NARRATIVE COMMENTS		
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29 November 1971	/s/ Jeroma Fox	通易させ とうようげんりつ	
2.	BY SUPERVISOR		
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29 November 1971	COS, Manila	/8/ George Kalaris	
3.	BY REVIEWING OFFICIAL	3 - 78	

Concur with comments made by the supervisor. Mr. Fox is an overall proficient case officer with some very strong talents, particularly in the Communist and CI field. He lacks supervisory experience and his talents in this regard are uncertain. Nonetheless, he does render a creditable service to the organization and is a responsible and dedicated employee. In order to determine if he has the potential for further advancement, he should be given some supervisory responsibilities to evaluate his talents in this area,

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SECTION C

#### NARRATIVE COMMENTS

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The Fitness Report of the previous period continues generally to

The Fitness Report of the previous period continues generally to apply during this rating period of seven months. Subject was on home leave for about one month during this period.

Subject continued to handle until his home leave in May 1971 two agent penetrations in the decision making level of the Moscow oriented communist movement. They have since been turned over to another officer for handling. Also, Subject continued to handle the Muslim agent recruited during the previous period but the Agent's performance has been marginal. In July 1971, Subject recruited a former Philippine intelligence officer who was connected with the two agent penetrations cited above. The primary purpose of this recruitment was to increase the Station's control and equity over the two agents and, as a byproduct, to obtain intelligence on the communist movements. During July four developmental cases, all intelligence producers (including documentary), were turned over to Subject for continued development towards recruitment. One has unique access in the student movement, mainly in the Greater Manila area but also in the main provincial cities; another is an experienced officer of a civilian law enforcement agency who collaborated unilaterally with the Station; the other two are senior intelligence officers who have unofficially passed intelligence information. Subject continued to handle his duty as (Continued)

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	BY EMPLOYEE	
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31 July 1971	/s/ Jerome Fox	
2.	BY SUPERVISOR	
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31 July 1971	Deputy Chief of Station	/S/ Terry T, Shima
3.	BY REVIEWING OFFICIAL	

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I would characterize Subject as a competent, hard working case officer who can both handle cases and recruit new assets and who is capable of an even better performance than that reflected in this fitness report, if he could only organize himself. He knows his subject, communism in the Philippines, better perhaps than the majority of the Filipino communists. This is a mixed blessing, however, because he is so easily distracted pursuing obscure historical points, not really relevant to the conduct of operations, that occasionally he finds himself behind schedule in meeting levied requirements. I have taken him out of communist operations as such except in his capacity as the "referent"

6 August 1971

Chief of Station

's/ Coorgo T. Kalaris

#### NARRATIVE (Continued)

Referent for Communist Matters in an excellent fashion. He has a thorough knowledge of the communist situation in the Philippines and can provide briefings on any aspect of it. Subject has made meaningful comments on the communist penetration operations of other officers advising them on vulnerabilities and suggesting approaches for greater exploitation of these assets. His briefings are well prepared and he delivers them fully and persuasively. During this rating period, Subject was the most aggressive and effective of the three "Referents", who are senior operations officers responsible for the main operational targets of the Station.

Subject has continued to be an effective agent handler. He motivates them and applies discipline without destroying initiative. He has directed them to collect difficult intelligence information, which has been of high value in planning and assessing future operations. Headquarters grades to Subject's intelligence disseminations from the two communist penetration agents above attest to Subject's competence in extracting and preparing intelligence disseminations.

While Subject has performed well as a Referent and agent handler, he has not done as well in the priority area of acquiring fresh assets in the unilateral and liaison penetration fields: This requirement has been spelled out in his Letter of Instructions (LOI), discussed by COS in the weekly operations staff meetings and daily Referent meetings, and in separate consultations with COS and DCOS. It is not that Subject dislikes contacting new people or contacting Filipinos; to the contrary, Subject has a warm, natural, and sincere approach in meeting Filipinos. Initial contacts are made with potential assets but there is a lack of planned and systematic follow through that all developmental cases require. Subject keeps himself busy throughout the day and his workday at the office normally begins at 0.730 hours. He is no slouch when it comes to work and he appears to gravitate to it. His attitude and efforts in a recent highly sensitive Station operation were commendable. Subject is at his best in ad hoc duties: he sizes up a problem quickly, discusses his operational plan with COS/DCOS, and proceeds at once to implement it. Intelligence product derived from such operations are well written and meghingful; operational reports are thoughtful and thorough. His total work load described above is no heavier than any other officer at this Station. The Station of the '70's is lean on personnel and heavy on responsibilities. Since there appears to be no relaxation of the latter and the trend is further personnel reduction, not increase of personnel, operations officers will have to trim excess corners.

#### NARRATIVE (Continued)

In my opinion, Subject's basic weakness, which was pointed out in the previous Fitness Report, continues to be his inability to budget his time to handle the priorities as established by COS/DCOS as well as by himself. Subject spends considerable time on a given matter of the moment and has great power of concentration on a single problem. These are attributes many wish they possess, but at the same time they impede the efficiency of an operations officer with numerous high priority duties. Unless he can budget his time by discriminating against the low priority or non-priority matters and focus on maintaining a balanced portfolio of contact and staff responsibilities. I believe his further development into the well-rounded senior officer would be impaired. Subject has made a determined effort to correct the above weakness including the submission of paper work by the deadline. By the end of the rating period, there has been favorable progress. I am confident he can overcome completely this area of weakness by exercising the same discipline he uses in executing duties #1 and #3.

Above all, Subject tries to excell and he works extremely hard. I believe that Subject has the potential capability to progress to more responsible positions in the operations and management fields: he has sound operational judgment, he is cooperative and responsive, he works well with and has the confidence of people he deals with, and he has a good feel for the Station's total aims and capabilities.

Subject was given an overall Strong In view of his vigorous and successful prosecution of the two important duties, his determined effort to overcome the weakness cited above, and his potential capability for continued growth in the management and operational fields:

Subject has responsibility for the Station's communist penetration project. He has budgeted his funds realistically and has spent it on operations which have brought good results.

## REVIEWING COMMENTS (continued)

for the subject, assigned him other responsibilities and given him strict deadlines in the hope that he will get organized. He is an above average officer who could do a lot better. His work comes to my attention on a daily basis. The rating officer is known to me to be a fair and objective rater. In this case, however, I disagree with the overall rating of Strong, because potential of this officer notwithstanding, he has not performed overall at that level. Both the Subject and the rating officer are aware of my views and both have read the foregoing comments. I believe the overall grade should be PROFICIENT.

		FITNESS REPORT				OLGOTH	er armets
SECTION A	<del></del>	<u> </u>	ENERAL		<del></del>	017974	
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SECTION C NARRATIVE COMMENTS

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leginning in early July 1970 a now Stillen operational policy was enunctated. It emphasized the thorough operational and security assessment of on-going cases and the agentation of new agents in various priority fields. In early August the Station was reorganized and Subject was appointed as the Referent for Communist Matters (Duty 2), the highest priority area in our Operating Directive. This componitibility, plus other equally important priority of acquiring high grade agents in the communist movement and the Philippine Security Services, was incorporated in Subject's revised Letter of Instructions (LOI) later in the year.

Subject has demonstrated a keen grasp of the details of the communist movements. He has developed a therough knowledge of the leaders, their inter relationships, personal background, strengths and weaknesses. At the same time he has kept current on the many front organizations. As Referent for Communist Matters, Subject has at his disposal the utilization of all Case Officers under official and non official cover to prosecute, as noted above, the Station's number one priority. While he has no command responsibility, he has been granted considerable latitude in the coordinative, creative, reporting, and project management role. Subject has used his knowledge effectively by providing staff advice to Case Officers, spotting new loads, approaches, and

SECTION D	CERTIFICATION AND COMMENTS	
1.	BY EMPLOYES	
	I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT	
12 Pebruary 1971	/s/ Jerome Pox	
<b>3.</b> (5. 1)	BY SUPERVISOR	
MONTHS EMPLOYET HAS BEEN UNDER WEST WEST	IF THIS PEPORT HAS NOT BEEN SHOWN TO SMPLOYEE, BIVE EXPLANATION	
der war a production of the contract of the co		
U 4 9 g	OFFICIAL FITTE OF SUPERVISOR TYPED OF PRINTED NAME AND 3	GHA TURE
17 Pebruary 1971	DCC3, Manilla /s/ Terry Shires	
1:	BY REVIEWING DEFICIAL	

The rating officer has done well in describing this officer's strengths and weaknesses. He is an effective team member, a perceptive student of the communist movement and a thorough agent handler. He knows the craft and practices it carefully. He is an officer on whom I can depend to handle well assignments involving people without need for close supervision. He now is in a position that will allow him to demonstrate leadership abilities and I believe he will acquir himself well. Compared to other officers of the same grade known to me, I would place Subject well above the average. He has the potential for further growth given the opportunity.

17 February 1974 CEL Mantia

ja George T. Kalarie

#### NARRATIVE (con'td)

opportunities; suggesting new targets; sharpening the focus of going cases; assisting in the pruning of marginal assets; briefing visiting officials and Our Government's officials assigned to the Philippines; writing assessments and target analysis; and reviewing Station's total efforts against the communist movements.

To achieve a tighter control and monitor of the Station.
efforts against the communist movements, Subject submitted a
comprehensive project proposal to Headquarters. Responses of
Case Officers to Subject's assistance have been favorable and
productive. He has a friendly and easy way that exudes confidence
and he has been generous with his time to those who solicit it
to discuss matters related to his responsibilities.

Subject has handled his on-going cases very professionally. Two agents, the operate as a team, were acquired from a friendly service earlier in the year and they represent our deepest penetration in the pro-Moscow communist movement in the Philippines. Between them we are provided with key information as to the Movement's policy, plans, and organization. During this period Subject has formally recruited a Muslim who was spotted and developed by a previous Case Officer. The asset was subjected to a technical examination and has since been a reporting source on matters pertuining to the Muslim minority problem in the Philippines. He is a potential asset to use against our Soviet Bloc operations. Subject has handled a-liatson official who has agreed to share his cases with the Station. In addition to receiving positive intelligence on communist matters, Subject has been attempting to make this official a truly suborned liaison asset to provide counterintelligence information as well! Subject has conducted a thorough assessment of a second Halson collaborator and subjected him to two technical interviews which resulted in his termination. He had provided sensitive documentary intelligence; however, the factors suggesting termination were overriding. Subject has handled the Mantla old of a complicated communist sonotration case with results that have impressed Headquarters and a third Station. Subject served as the first Case Officer of an asset turned over to the Station by Hadson. Subject conducted a thorough assessment of this asset's capability and subsequently trained, motivated, and handled him effectively before turning

#### NARRATIVE (CON'TD)

him over to another Case Officer. He has shown thorough knowledge of his cases, exercised tradecraft, and sound operational practices and judgment in his contact procedures; displayed inventiveness in extracting maximum information and at the same time motivating the assets; and has shown that he has full command of the assets. Subject is well prepared for his meetings and is a thorough debriefer.

While Subject is an excellent agent handler he has not done as well in the higher priority agent acquisition field. Perhaps he has not yet achieved his stilde to contact communist targets either directly or through the recruitment of principal agents. With his excellent knowledge of the communist targets; it would appear that he should theoretically be the most aggressive in the agent acquisition field. I still have hope that there will be an operational breakthrough in this vital sector by this potentially capable officer. Of somewhat lower priority than the above, Subject, like all other declared officers, has also been tasked with the job of penetrating the security services for positive and counterintelligence information. He has acquired several liaison contacts from his predecessor and while one of them is being met regularly there has been no appreciable increase as yet in the number of developmentals in this area.

Subject is a "team player" who has demonstrated high dedication and integrity; his intelligence disseminations and operational correspondence shows that he has a firm grasp of the Station's mission; he is sensitive to information that must be brought to the attention of COS/DCOS and communicates such information promptly. Subject responds to requests for advice and discussions from various quarters in an enthusiastic fashion and gives his time freely and constructively while the latter is one of Subject's greatest strongths, it is at the same time a main-contributory factor to his weakness. I believe "Subject is not as rapides he should be in meeting deadlines and he had to be prodded to get his operational correspondence and also administrative requirements, such as accountings, to the concerned offices. It should be stated, nowever, that when these papers are submitted they are well done and clearly thought out. I believe this weakness, which could be corrected easily with himmor personal discipline, is a main inhibiting factor to him assumption of a position that requires minimal supervision. Subject and COS/DCOS have daily consultations

NARRATIVE (CON'TD)

and Subject has been encouraged to budget his time so that his main priorities can be accomplished in a balanced keel. Consultations have been in a constructive vein and Subject has responded favorably. Subject has the willing attitude, sustained interest, aggressiveness, and professional competence to potentially excel further to assume more senior operational and management responsibilities. Subject has no cover responsibilities

Subject budgets his funds realistically and spends them wisely and with good impact. At the same time he is economy minded in the use of Government equipment:

S R C R E T

FITNESS REPORT		EMPLOYEE SERIAL	- NUMBER.
		017974	
Control of the second of the s	GENERAL		4 145
Fox, Jerome (nmi)	Oct. 1928	M GS-13 D	
Opa Officer	DDP/FE/PMI	Manila	)A
CHECE (E) TYPE OF APPOINTMENT	10. CHECK IN TYPE	OF REPORT	7.7
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28 February 1970	18: Agrontino Pani	00 (France) 1970 - 30 April 1	970
	NCE EVALUATION	1010 - 00 April 1	310
U-Unconstantory Performance is unacceptable. A rating in this cate could range from counteling, to further training, to or proposed in Section C.  M-Marginid Performance is difficient in some appears. The reason taken or recommended broadly being described.  Performance is satisfactory. Desired results are being Performance is characterised by exceptional practice.	placing on probation, to resing the string the produced in the mander expe	begament or to separation. Describe	action tolen
O-Outstanding Performance is to esceptional introduced to require work as to morrors special recognition.		seison to the performance of others o	loing timilar
SPEC	IFIC DUTIES		
st up to bis of the most important specific duties performed di inner in which employee porforms EACH specific duty. Consi th supervisory responsibilities MUST be rated on their obility ECIFIC DUTY NO.	dae ONL Y allactivacaca t	والوازان أحرافا ونابلو الأسام والأمسوم والمساوم	l employee
Station communist mover for functional coordination of over didance, analysis and research, ar out files pertinent to program tax	all program, i	ncluding program	RATING
Case officer for joint luct of relationships with local se change, operational, support and sonant with maintaining Station's 1	Daison operati rvices, includ administrative laison courtie	ing intelligence matters con-	PATING LETTER
Unilateral case officer argeted against CM and CM-related ent of new unilateral assets under taison-derivative operations.	for solected objectives and the CM progra	agents/operations for the develop- m, including	S
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uties and cost consciousness in the onnel, equipment, funds and on-the	USC of own t	lao other ner-	P
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OVERALL PERFORMAN	CE IN CURRENT POS	TION 17-JUN P.	
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#### SECTION C

#### NARRATIVE COMMENTS

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No substantive change from previous Fitness Report: The comments therein remain essentially valid. Subject will be acting capacity covering in the main the current supervisor's functional responsibilities for an interim period of over two months. Through a deliberately imposed trial period in preparation for this change, Subject has moved in strongly and with good judgment. The variation in Rating Letter grades reflects the longer period of assessment. Subject has improved demonstrably in approaches and initiative under Specific Duty No. 3; under Specific Duty No. 6 the current Supervisor has noted a tendency to be less than prompt in finalizing support actions so vital to liaison as such and our own support elements; finally, the present Supervisor finds room for improvement in the conduct of intra-Station relationships, but this is admittedly a highly subjective view. There remains no question about overall professionalism and capabilities.

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SECTION D	CERTIFICATION AND COMM	ENTS
J. 15	BY EMPLOYEE	
8 May 1970 /8/ Jerome Fox  EY SUPERVICE OUTES CALL TO THE REPORT HAS BEEN TO STORE TO SEMPLOTEE, GIVE EXPLENATION:  12 months		
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12 months		
DATE	OPPICIAL TITLE OF BUPEAUSCE	TYPED OR PRINTED HAME, AND SIGNATURE
8 May 1970	Ops Officer	/s/ flarry G. Petersen
).	BY REVIEWING CFFICIAL	
COMMENTS OF HE VIDEING OFFICIAL		

The reviewing comments made in the previous fitness report continue to apply for this brief rating period. For the same reasons stated therein, I would nate Subject in Duty #1 as Proficient and the everall grade of Proficient. Duty #1 is Subject's principal function assigned in his better of Instruction (LOI). During the past two wooks and for a two wook period in his cases all by himself, I have observed a distinct increase in his effectiveness. He has sorked long and hard, has shown initiative and magning the DCOS/COS currently briefed, and has shown good judgment in the decisions he

22 May 1970

:DCOS

/s/ Terry T. Shina

## COMMENTS OF REVIEWING OFFICIAL

made and recommendations referred to DCOS/COS. Subject has been encouraged to continue to exploit these strengths, as well as to expedite the preparation of written reports as noted by the Rating Officer. I have no doubt that Subject can and will exploit his potential to the maximum capacity during the next rating period in order to increase his rating, his comparative standing among the Station's other GS-13 officers, and to fulfill more thoroughly the priorities in his LOI.

	Cone Filled	100	PUPLOTEE SERIAL	MUMB 8
FITNESS REPO	RT		017974	
	GENERA	<del> </del>		
SECTION A		TE OF BIRTH   3.	35.5 44. ORADE 18. 90.	K.F.
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Operations Officer	DD	P/FE/PMI	Manila	
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P-Proficient Performance is satisfactory: Descred results a	ite Deing Diodice	T'ru tue unfames gabae		
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OVERALL PERF	OPHANCE IN	CURRENT POS	ITION	
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#### SECTION C NARRATIVE COMMENTS

Indicate significant strengths or meatinesses demonstrated in current position keeping in proper, perspective their relationship to averall performance. State suggestions made for improvement of work performance. Give receiping a proper for training. Comment on freelign language competence, it required for current position. Amplify or, explain relating given in president B to provide best basis for determining future personnel action. Manner of performance of manageral or support duries were a competence of manageral providers during the providers during the second for a support of the providers and the providers of personnel to the providers of the providers of personnel to the providers of th

Subject arrived at Station in May 1969 well prepared and took over from his predecessor in an organized and professional manner; there were no hitches, either in terms of personality conflicts or operational lag. He has since continued to demonstrate care in preparation and approach to what is a demanding and highly varied assignment; he "uses" his past experience with originality and selective aggressiveness, and more important, with a keen sense of adaptability to his operational environment. Subject is definitely not a clock-watcher and gives of his own time freely and at his own initiative. Subject's initiative in developing new assets/operations is limited only by the broad scope of duties already assigned.

duties already assigned.

Section B Specific Duties are directly related to Subject's Letter of Instruction dated 26 May 1969. In discharging his responsibilities as MPWATCH referent, which includes advice and guidance to other Mission intelligence components in addition to Station officers, Subject is limited only by the extent to which he is called on; he himself is thoroughly grounded and available for the discharge of this function. He has handled one existing and very sensitive coopted liaison asset in excellent fashion and is developing a second such asset into a unilateral role; based on qualifications and experience, he can do more in this area and in the unilateral field generally, even given an already restrictive time schedule. In a rapidly changing operational atmosphere,

SECTION D

CERTIFICATION AND COMMENTS

I.

BY EMPLOYEE

I. CERTIFY THAT I HAVE SEEN SECTIONS A. B. AND C OF THIS REPORT

DATE

26 February 1970

SIGNATURE OF EMPLOYEE

AND SUPERVISOR

OFFICIAL TITLE OF SUPERVISOR

TYPED OF PRINTED HAME AND SIGNATURE

26 February 1970

OPS Officer

BY REYLEWING OFFICIAL

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BY REYLEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Concur generally with ratings and narrative comments. Subject is a dedicated, responsive and methodical officer whose previous duty Station was Headquarters Philippine Desk. In a relatively brief period of time Subject has obtained a good knowledge of the MPWATCH situation and operational information. Probably because of the presence of knowledgeaple senior ops officers at the Station, Subject has been somewhat reserved in executing his assigned responsibility as MPWATCH functional officer. I believe Subject could have been more vigorous in this primary area of responsibility. This may change when these officers are rotated this apring and summer. This matter has been discussed with Subject by COS/DCOS and encouraged him to assume a more aggressive and substantive

26 February 1970

DCOS

/s/ Terry T. Shima

# SEURET

#### SECTION C - /continued --/

not necessarily conducive to easier relationships with local counterparts, Subject handles himself with professionalism, tact and understanding, well designed to absorb increasing sensitivities and still get the job done. Operational and performance consultations are held constantly -- daily on specifics and at least weekly on detailed performance and operational objectives. These sessions are frank and Subject is as much contributor as receiver, but he is distinctly receptive to realistic supervision and guidance for operational continuity. Subject is markedly security conscious, maintains his cover status as appropriate and is perhaps overly cost conscious. His work in analysis and research in the complex MPWATCH field, bringing together and collating viably positive intelligence (which otherwise be lost) in draft form is exemplary; his finished written work requires and is getting continuing attention. In fairness to Subject on latter point, he does very well in this area when adequate time is available to "finish" the product; on balance we prefer him active and mobile and can live with this marginal fault while evident efforts to improve continue. Overall, Subject is a well-rounded operations officer, a credit to the Agency and capable of larger responsibilities.

# PECRET

Reviewing Comments (continued)

role in suggesting operational ideas, levying tailored intelligence requirements, etc. to the various ops officers. Accordingly, for this rating period, I would rate Subject in Duty #1 at Proficient with an over-all rating of Proficient. Subject has the potential to increase his capability in the operations and ops management spheres. Subject and his rating officer work effectively as a team; consultations between them have produced some positive results.

	EMPLOYEE SERIAL N	JMBER
FITNESS REPORT	017974	-
SECTION A GE	NERAL	
1. NAME (Last) (First) (Middle)	2 DATE OF SIRTH 3. SEE 4. GRADE 5. SD	
Fox, Jerome	9 Oct 1928 M GS-13 D	et all village. Religion of the
OFFICIAL POSITION TITLE	DDP/FE/PMI/P Headquarter	
Operations Officer	10. CHECK (R) TYPE OF REPORT	
CHECK (A) TYPE OF APPOINTMENT     CARRED   RESERVE   TEMPORARY	INITIAL REASSIGNMENT	UPERVISOR
CAREN PROVISIONAL (See thefructions - Section C)	ANNUAL AREASTONMENT	EMPLOYEE
SPECIAL (Specify):	SPECIAL (Specify)	3 7 25
11. DATE HEFORT DUE IN O.P.	1 January 1969 - 10 May 1969	
	E EVALUATION  Ilightiy ja sethan, actisfoctory: A rating in this coregor	
A - Adequate  Reformance meets all requirements. It is entired in the care in	rely eatlefactory and is characterised neither by deficte diresults are being produced in a proficient manner. Oficiency, quirements of the work and in comparison to the perform recognition.	ncy nor
The state of the s	IC DUTIES	CAN GOULDANS.
List up to siz althe mast important specific duties performed duri manner in which employee performs EACH specific duty. Ganalde with supervisory responsibilisies MUST be raied on their ability to		
SPECIFIC DUTY NO. 1		LETTER.
Acting Chief of the Philippine Desk		S
SPECIFIC DUTY NO. 8  Headquarters case officer for a variety of operations	of Manila Station CA and FI	RATING LETTER
SPECIFIC DUTY NO. 8		LETTER
Contact of liaison and unilateral assets in	n the U.S.	s
		RATINO
SPECIFIC DUTY NO. 4		LETTER
Preparation and coordination of correspo	ndence, studies, etc., in	P
SPECIFIC DUTT NO. 8		RATING. LETTER
	en jaron karantari kantari kan Jangari	
SPECIFIC DUTY NO. 4		RATING LETTER
OVERALL PERFORMANCE	E IN CURRENT POSITION	1. 2
Take into account overything about the employee which influences formance of specific duties, productivity, conduct on job, cooperaticular limitations or influences. Based on your knowledge of employee the letter in the rating box corresponding to the statement will be considered.	s his effectiveness in his current position such as per- erativeness, pertinent personal traits or habits, and valence's everally performance during the rating period,	RATING LETTER

PORM 45 USE PREVIOUS EDITIONS

SECRET

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Ē	CTION C		NARRATIVE COMMENT	ńs

Indicate significant strengths or weatnesses demonstrated in current position keeping in proper perspective, their relationship se overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on fareign language competence. If required for current position. Amplify or explain retings given in Section, B to provide best some l'oction. Monner of performance of managerial, gripparvisory duties and cost consciousness equipment and funds, must be commented on, if applicable. If extra space is needed to complete

During the reporting period Mr. Fox has assumed greater responsibility as an Acting Deak Chief. As such he is responsible for the slopper of the operations of a large and active Station and for the direction of some eight employees either serving on this Desk or in process for the field. On balance he has done extremely well. His ability to express himself well verbally or in writing has stood him in good stead. His operational judgment is extremely good. He gets along well with his subordinates, delegates to them, and has obtained good production from them. He is highly cost conscious.

He has made progress in speeding up the preparation of his written material. After serving with him for some two years the undersigned is convinced that Mr. Fox has considerable potential for further advancement as a manager and operations officer.

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COMMENTS OF REVIEWING OFFICE	41					

Mr. Fox leaves shortly for an assignment in Manila. He will be missed here. since he assumed increasingly heavy responsibilities during his tenure on the Branch and performed in a responsible manner which clearly warrants the strong fitness report given him.

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Mr. Fox is	an aggressive, capable, and	experienced officer.
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A E Q R E V

#### TRAINING REPORT

NAME OF TRAINER: Fox, Jerome

COURSE: CI Operations

DOS

1-1928

HOURS: 80

OFFICE: FE SDID

DATES: 25 Nov - 6 Dec 168

OBJECTIVE AND PETHOD OF INSTRUCTION

#### Objectives

To provide the Clandestine Services Officer who will be responsible for counterintelligence operational planning and implementation with current counterintelligence operational concepts, techniques, and tactics; to describe the current field organization functions, techniques, and tactics of selected intelligence and security services; to increase his proficiency in the planning; management, and implementation of counterintelligence operations; and to acquaint him with Headquarters organization and support for operations against selected counterintelligence targets.

## l'ethod of instruction

The course is presented by means of lecture, case study, and discussion.

ADJECTIVAL RATINGS OF ACHIEVEMENT

Adjectival Rating

1. Demonstration of understanding of course concepts and materials.

Excellent

- 2. Participation in class discussions.
- Excellent
- 3. Imaginative and practical application Good of operational principles to case studies and problems.
- 4. Industriousness.

Excellent

CONTENT: Mr. Fox was a vory active student in discussions to which he contributed many helpful ideas. His presentation of the Wennerstroem Case was both objective and critical in terms of the available information on the case:

OVERALL adjectival rating of achievement. Excellent

FOR THE DIRECTOR OF TRAINING:

2 100 700

Date

George G. Kisevalter Chief Instructor

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SECTION C

#### NARRATIVE COMMENTS

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Mr. Fox is a thoroughly competent case officer who has been a major asset to the Philippine Desk. He has worked extremely hard with a minimum of supervision. He has not limited himself to his assigned duties; but has interested himself in other aspects of the Desk. In this regard he contributed considerably to the complete reorganization of the desk files.

In carrying out his duties he has been extremely thorough. His analysis of his cases has been excellent. While he writes clearly and meaningfully he still tends to be slow in handling correspondence. He will have to pay extra attention to this in his coming assignment as a Chief of a one-man base.

Mr. Fox is personable intelligent, and mature officer. He is a self starter who should do extremely well in his upcoming assignment;

Mr. Fox has had no supervisory responsibilities during the period under review. He is commendably cost-conscious.

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	BY REVIEWING OFFICIAL	3			

Comments or revision official. I concur with the Rating Officer's evaluations and comments Prior to his ansignment to the Philippines Desk Mr. Fox served under me on the Indonesia Desk. While there he mastered with commendable speed a variety of complex operational matters and related subjects of interest. He could always be counted on to know his cases and come up with the facts. He is a sound professional who can be trusted to do a job with a minimum of supervision.

In view of his excellent performance since his assignment to this Branch, Mr. Fox has been recommended for promotion to GS-13. He is also being programmed for an assignment as Chief of a facility in Cebu where his independence and self-reliance should stand him in good stead.

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The comments noted in Mr. Fox's previous Fitness Report to the effect that a little more experience with the Indonesian Desk (to which he was assigned in mid-October 1963) should make him a strong member have been more than amply justified during this period. With minimum supervision or direction, Mr. Fox undertook the task of absorbing and systemitizing the complexities of Dinkarta Station operations against communists and other left-wing elements. The result has been increased comprehension on the part of Headquarters regarding these efforts:

Mr. Fox also contributed materially in the way of preliminary operational research, support, recommendations and follow-through on two operational ploys conducted by Headquarters: one, an attempted recruitment of a communist functionary in a third country; and the other the turnover of a former Djakarta Station asset now in the U.S. to another agency. Mr. Fox was further involved in studies to determine the feasibility of capitalizing on other agency assets for entrees to the communist movement not only in Indonesia but also the Philippines, Malaysia, and Singapore. His performance in these functions was characterized by thoroughness and imagination.

Mr. Fox is an extremely capable, intelligent officer with whom it is a genuine pleasure to serve, both professionally and personally. He is intellectually

SECTION D

CERTIFICATION AND COMMENTS

BY EMPLOYEE

ACERTIFY THAT I HAVE SPEN SECTIONS A. B. AND C OP THIS REPORT.

DATE

SIGNATURE OF EMPLOYEE

25 May 1967.

BY SUPERVISOR

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Three

OFFICIAL TITLE OF SUPERVISOR

25 May 1967.

Acting Chief, FE/PMI/I William T. Making

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I would have rated Mr. Fox about the same. He at times suffers from an inability to articulate his thoughts clearly. There is no question of his professional grasp of his field, however. His feel for CP penetration operations is unusually sharp and he is capable of playing a significant ops role in a field assignment.

23 May 1967 Deputy Chief, FE/PMI Clyde R. McNydy

FITNESS REPORT - JEROME FOX

25 May 1967

SECTION C, NARRATIVE COMMENTS (Continued)

curious, has a probing mind and has the knack of quickly and accurately assessing a given situation. A diligent worker, he retains a good sense of humor and gets along well with his colleagues. He is inclined to become a bit impatient with the bureaucratic procedures at Headquarters, but has the maturity to subdue such feelings in the interests of expediency.

As for weak points; Mr. Fox has tended to be somewhat lax about answering correspondence, particularly when he felt them to be of marginal value. This has been pointed out to him, however, and he is effectively overcoming this defect.

During this period, Mr. Fox had no supervisory duties as such, although he assisted on an ad hoc basis in the supervision of a career traines temporarily is assigned to the Indonesian Desk. His performance here was promising and it is contemplated to assign him some supervisory responsibilities in the future.

Mr. Pox exhibits good cost consciousness.

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ECTION C			
		NARRATIVE	

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Subject has been assigned to the Indonesia Dosk since mid-lay.

October 1966, consequently evaluation of performance of specific duties at this point would not be based upon representative.

evidence.

During the very brief interval Subject has been with the desk, he has shown several consistent qualities that deserve noting. Assigned the Communist Party operations sector, he applied himself to background reading, files research and organizing his materials, with commendable energy. He has accepted a variety of spot assignments requiring timely response, shown considerable initiative in locating the necessary facts, and met the required deadlines without undue assistance or observation. He shows every evidence of absorption in his assigned field. A little more experience with the country, Hendquarters procedures and local conventions should make him a strong member of the desk.

SECTION D	CERTIFICATION AND COMM	ENTS
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Oct - Dec 1966		
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15 Dec 1966	CFE/PMI/I	Donald M. Richardson
3.	BY REVIEWING DESIGNAL	Tomata M. Alenai dson
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20 December 1966	Deputy Chief, FE/PAH	Estat & Great

S-E-C-R-E-T

### TRAINING REPORT

Soviet Bloc Operations Course No. 4 BO hours, full time 18 29 March 1968

Student : FOX, Jerome Office : DDP/FE

Year of Birth: 1928 Service Designation: D

Orade 1 GS-12 No. of Students 1 32

EOD Date : 1955

### COURSE OBJECTIVES

To orient the student on the special nature of the Clandestine Services' Soviet Bloc target and to train him in the application of clandestine methods for collecting information on, assessing, and preparing recruitment operations against Soviet Bloc personalities.

### ACHIEVELENT RECORD

This is a certificate of attendance. No evaluation is made of individual performance in the course.

FOR THE DIRECTOR OF TRAINING:

Instructor, OIR

8-E-C-R-E-T

#### B-B-C-R-E-T

### TRADITING REPORT

26 February - 1 Murca 1968 CHIRA PANTILIARIZATION BO. 34 (40 bours; full-time) Bo, of Students: 17 Fox, Jerone 00-12 Your of Birth: 1928 1 June 1955

# COURSE OBJECTIVES - CONTROLS AND NOTHOUS

The course is designed for Agency personnel requiring a sound basic understanding of contemporary China and some acquaintance with the fundamentals of the Chinase Language. The aim is familiarisation, so specialisation. The course focuses on mainland China. The language familiarisation phase includes promunciation of Chinese words, an introduction to the most widely accepted system of dictionary recording of Chinese characters and the telegraphic code. The area phase includes: cultural and historical development, geography and resources, secondic development and problems, the political system, social change and control in contemporary Colms and foreign relations.

### ACITYVISETT DECCID

The above maned student actively participated in the China Partitionieation Course Ro. 34. In this squaton no evaluation was attempted for the area phase. The student's performance in the language resiliarization Cutsefoolses &

FOR THE DIRECTOR OF TRACITION:

RITAKO 1968

Diclused from sutremtic downgrading and declaration.

#### TRAINING REPORT

China Operations Course No. 1268 40 hours, full time 4 - 8 March 1968

Student : Fox, Jerone Office

Year of Birth: 1928 Service Designation: D

Orada : CS-12 No. of Students : 25

EOD Date : June 1955

### COURSE OBJECTIVE

To prepare Clandestine Services officers to conduct operations against Communist China from the point of view of human Source Collection; to present material directed toward the undating of officers in the operational realities inside and cutside China today; and undefficially to train officers in providing political, political-military, advanced weapons and other coverage of the priority China target which cannot be obtained by technical means.

### ACHTEVEMENT RECORD

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This is a certificate of attendance. No record is made of individual performance in the course.

FOR THE DIRECTOR OF TRAINING:

1 5 MAR 1368

Chief Instructor

C. Perringen

Henry

#### S-E-C-R-E-T

#### TRAINING REPORT

Chiefe of Station Seminar No. 2-68
80 hours, full time 5 - 16 February 1968

Participant 1 Jerome Fox

Office

PE/PMI

Year of Birth: 1928

Service Designation:D

Grade:

1 GS-12

No. of Students

18

EOD Date 1 1955

### COURSE OBJECTIVES, CONTENT AND METHODS

The COS Seminar is aimed to prepare prospective Chiefs and Deputy Chiefs of Station and Chiefs of Base for field assignments. Emphasis was upon the difficulties confronting Chiefs of small or medium-sized installations, since they must handle a peculiarly wide range of problems. Included were case studies serving to remind outgoing chiefs of various operational approaches and techniques, but more time was devoted to policy, coordination, management, reporting, and administrative responsibilities of the Chief of Station, both within CIA and in the government at large, at home and abroad.

The bulk of the course is given in loctures and question periods conducted by officials responsible for the missions, functions, programs, and services discussed. A few key items of suggested reading are included, and bibliographies of suggested reading tailored to the individual's assignment are offered for those who want them.

#### ACHIEVEMENT RECORD

This is a certificate of attendance. No further assessment of individual capacity or performance is made in this course.

FOR THE DIRECTOR OF TRAINING:

2 0 FEB 1908

Henry C. Barringer I

Date

#### S-E-C-R-E-T

#### TRAINING REPORT

Information Reporting, Reports and Requirements Course No.2 .. 68

Student : POX, Jerome Office : FE/PMI

Year of Birth: 1928 Service Designations p

Grade : 08-12 No. of Students : 5

EOD Date : 1955

#### COURSE OBJECTIVES - CONTENT AND METHODS

The over-all objectives of the course are: to show the requirements function as it develops; to describe information evaluation, appraisal, and dissemination; to present fundamental principles of collection and communication of information; to demonstrate how, through Headquarters guidance, reporters can be directed and developed; and to prepare intelligence officers in the field to put information into finished report form. Supervised practice to develop skills is given in the production of finished reports; in reporting on area guidance patterns; in tailoring requirements into specific assignments; and in observing, collecting, organizing, and communicating information.

#### ACILIEVEMENT RECORD

Student achievement is judged from each student's observed performance during laboratory practice in the areas of instruction indicated. An asterisk (*) indicated this student's ratings. The ratings are weak, adequate, proficient, strong, and outstanding.

A. Qualitative and Quantitative Production of Reports:

Weak Adequate Proficient Strong Outstanding

comment: The quality of Mr. Fox's work was uniformly excellent in every respect. He worked to full capacity.

B. Requirements Performance:

Weak Adequate Proficient Strong Outstanding

COMENT:

His paper on this subject demonstrated that he has a very sound understanding of the Requirements and guidance systems:

C. Editorial Performance

Weak Adequate Proficient

Strong

Outstanding

COMMENT:

His work demonstrated that he has acquired a very soundunderstanding of the principles of good editorial organization in intelligence reporting.

D. Reporting Performance:

Weak

Adequate

Proficient

Outstanding

COMMENTS

the section, the fact that a group of

His outside reporting acsignment was efficiently executed. It was well organized. Unfortunately, it lacked sufficient reporting detail to warrant a higher rating.

### INSTRUCTOR'S OVER-ALL COMMENT:

Mr. Fox was a very fine student. He worked extremely well and his many penetrating questions added very considerably to the tone of the class. His work was of excellent quality and it showed that he has acquired a sound understanding of the various aspects of the reporting function discussed.

FOR THE DIRECTOR OF TRAINING

Herbert G. King

Chief Instructor

S-E-C-R-E-T

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Performance ranges from wholly inadequate to positive remedial action. The nature of the active robation, to reassignment of to separation. [A - Adequate   Performance meets all requirements, it is onti-excellence.  Performance is more than satisfactory. Do sire   Performance is characterized by exceptional products of the performance is so exceptional in relation to reachers doing similar work as to warrant special	Describe of trely satis ad results voficiency	erion taken o factory, and is	proposed characteri ucod in a p	o lurther train in Section C. ted neither by relicions mone	ing, to placing deficiency and
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basis for determining future perso	onnel action. Manner of performance of manage	niel or su <u>p</u> prvi sory důť	les must be described, if
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#### TRAINING REPORT

Covert Action Operations Course No. 63, 30 March to 17 April 1964

Student Fox, Jerome

Year of Birth: 1928 Service Designation:

Grade: **0S-12** 

No. of Students

**BOD** Date June 1955

BIUDENT OBJECTIVES - CONTENT AND METHODS

The Covert Action Operations Course is an advanced seminar for senior and middle grade CS officers who will direct and conduct covert action operations in the field. It provides a conference setting in which experienced officers may discuss the full range of operational problems — from policy and strategy to tactics and techniques - with senior Agency officers, both those recently returned from field posts and those assigned to Madquarters for guidance and support of CA field operations.

The CAO course covers the origin and scope of CIA's covert action mission, CA activity of Bloc services and party organs, tactical approaches to the direction of CA operations, political action, economic action, propaganda, paramilitary operations, special operations, the national counterinsurgency program, covert action in the labor and youth field, counterintelligence problems in covert action, joint CI-CA programs, and current area case studies.

#### ACRIEVEMENT RECORD

This is a cortificate of attendance. Adjectival ratings are not given in this course.

FOR THE DIRECTOR OF TRAINING:

Dawson Smith

Chief Instructor

Group I Excluded from automatic downgrading and declassification

PORM 45 DESOLETE PREVIOUS EDITIONS.

SECRET

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### SECTION C HARRATIVE COMMENTS Indicate significant strengths or overall performance. State suga onstroved in current position keeping. In proper parametrize their relationship to mornvement of work performance. Tive testiminations to maintain Comment action. Manner of performance of managerial or supervisory duties must be described, if opplicable. During the period covered by this report, Mr. 1818 lbs best time been assigned as an operations officer in the DD/P, having transferred from the DD/Lin April 1963. Mr. Fox has made this transition very well, and has adjusted himself to the operating tempo and atmosphere of a busy desk. He is now a competent and flexible case officer, making a valuable contribution to his desk and branch. For the past month, he has served very capably as acting chief of the North Victnam element of the desk, during the absence of another officer. Mr. Fox was quick to recognize the difference between his present assignment and those previous to it. This difference has required some changes on his part, in terms of emphasis and flexibility. Mr. Fox has graciously accepted guidance given him during this period, and has developed into an efficient DD/P officer. Mr. Fox's assignment involves partial supervision of two junior officers. He directs these officers effectively, and in a natural manner, giving promise of considerable supervisory capability which future assignments can develop. Following some additional-time on the desk, during which time it is expected that Mr. Fox will assume more responsibility for the North Vietnam program, it is planned to send him to the field, as his performance on the desk would indicate that he is fully capable of an operational field assignment. *Mr. Fox's supervisory cuiles have not been directly related to fiscal matters. However, he has revealed a normal degree of cost consciousness in those budgetar matters with which he has come in contact TION D CERTIFICATION AND COMMENTS. BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A. B. AND C OF THIS REPORT BY SUPERYBOR OPPICIAL TITLE OF BUPERVISOR TYPED OF PRINTED NAME AND HONATURE 18 February 1964 Chief, FE/VNC/Vletnam Donald P. Gregg 0 BY REVIEWING OFFICIAL COMMENTS OF REVIEWING OFFICIAL Concur in supervisor's comments. I observed this officer since early May 1963 and I believe he has developed steadily in the operations field. a field new to him. After another zix to nine months on the desk, he should be ready for his first ops assignment abroad, hopefully in Saigon working on the North Vietnam program. He is showing the earmarks of . a well-rounded, thoughtful case officer and we should not delay too long in getting him to the field in a real operational situation.

Philip B. K. Potter

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, FE/VNC

9 March 1964

FITHESS REPORT				1-eg	C1777
SECTION A.	GENERA	<u>.                                    </u>		·	<del></del>
POX; Jerome (First) (Middle)	8, D4	9 Oct 28	M	G8-12	IR.
IO Pactory Nark (21		DDP/FE	SSIGNMENT	S. CURRENT	TATION
CHECK INITYPE OF APPOINTMENT		HECH (R) TYPE	07 88 200		KYO
CAREE RESERVE TEMPORARY		INITIAL	72.	<del></del>	-
CAREER-PROVISIONAL (See Section C)	×	ANNUAL		X MEADS	GNMENT EMPLOYE
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DATE REPORT DUE IN O. A.	1 J	an 62 - 23	Septem		1
ECTION B PERFORMAN  We Week Performance ranges from whally indegrate to positive remedial action. The nature of the a					Weblyfil.
A - Adequate Performance meets all requirements. It is en excellence.  Performance is more than sortsfactory. Desti properties of the performance is consecuted by exceptional Destination of the performance is so exceptional in relation to others doing similar work as to worrant speci-	red result proficient	s are being prod y.	luced in a p	orolisient man	n <b>o/.</b>
	FIC DU		1948 1944 1947 1944		
se up to als of the most important specific duties performed duties in which employed parform EACH specific duty. Consider the supervisory responsibilities MUST be rated on their ability activity no. 1 Monitors and coordinates a services the Factory Markings Colleges Asian area covering specifically Japa	with Oletion I	DYOKE an Program (	d allied	armed in North	A
exploitation of FMCP targets in conjugarmed services.					E S
Provides detailed training	and gu	idance for	ODYO	Œ persor	inel LETTER
and for foreign allied personnel (e.g.	Japan	ese, South	i Korca	n, Chines	ie
singlificable to the FMCP.					RATING
Maintains continuing & clos					LETTER
Haison with & support for commander					
military intel collection units in Japan particularly the Japanese L	i, & W	nn Tokyo Staff	VODO A	r elemen	ts,
Responsible for preparation			el & 20	min rnto	1.000000
dispatches to KULYNX Factory Marki to the FMCP in this area of jurisdiction	ngs Ce	enter, on s	ill matt	ers perta	ining
Assisted the Branch Chief i		andling of	KULY	VX.	HATING LETTER
requirements.					Þ
OVERALL PERFORMANC	E IN CU	RRENT POSI	TION	<del></del>	
i time account averything about the employee which influences ance of specific divies, productivity, conduct on job, coap cular limitations or telents. Based on your knowledge of em a the letter in the cuting box corresponding to the statement wi	his eller erativone ployee's	tiveness in his s, pertinent co everall perform	current po ersonal tra	ts or hobits, o	and D.
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FORM 45 0000 FTE BERNISH FOLLOWS

SECRET

Annual Control

$\mathcal{F} = \{ \{ i, j \} \mid i \in \mathcal{F} \}$	(Oren Filled In)
	HARDATIVE COMMENTS
on loreign language comme	meaninesses demonstrated in current position keeping in proper perspective their relationship to stions made for improvement of work performance, Give recommendations for training. Comment stions for improvement of work performance, Give recommendations for training. Comment still required for current position. Amplify or explain restings given in Section B to provide best since for a supervisory division must be described, if winds for the must be described, if
basis for determining to a policable.	a sure this station demonstrated a thorough
performing his duties	The establishment of the joint center (Comet) was a
creditable achieveme	nt which should make an important contribution to the program
in the years to come.	nt which should make an important condertake additional duties  He was cooperative and willing to undertake additional duties
when requested. He	153 GOUE 31 Offermine log m
and foreign personne	
	had a tendency to procrastinate and
that on a lew occasio	his, however, was the only weakness noticed in an otherwise
as he might have.	
competent performan	
	CERTIFICATION AND COMMENTS
SECTION D	BY EMPLOYEE
<u>1</u>	CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OR THIS REPORT
DATE	SIGNATURE OF EMPLOYEE
4/23/63	Serciasion & Wille Til
2.	BY SUPERVISOR
MONTHS EMPLOYEE HAS BEEN	HAS ALREADY DEPARTED TO NZA POST to Survive 4,5 3/63
15 1/01/73	THE THE
DATE	OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED HAME AND SIGNATURE
19 Oct 1962	Finer F. Hintz
	BY REVIEWING OFFICIAL
COMMENTS OF NEVIEWING OFFICE	The state of the s
COMMENTS OF HEATS AND CAST	
Concur.	
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<b>]</b>	

22 Oct 1962

FITNESS REPO	RT			17974
ECTION A	GENERAL			
FOX Jerome J.	**	OF BIRTH 3. SE		
OFFICIAL POSITION TITLE		1928 N	CS-1	2 D
Ops Officer	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	E/VNC/V	Hoo	quarters
CHECK IX) TYPE OF APPOINTMENT		K (A) TYPE OF M		Matrices
CAREEN RESERVE TEMPORAR		TIAL	, A	LASSIENSENT SUPERV
CAREER-PROVISIONAL (See Instructions - Section C)	XX	25-10-10-10-10-10-10-10-10-10-10-10-10-10-	T S	ASSIGNMENT EMPLO
DATE REPORT DUE IN O.P.		RTIED PERIOD (P		
January 1984		P - 31 Janu		
CTION 8 PERFO  - Weat Performance langue from wholly inades	RMANCE EVALU	ATION		
Adequate Performance meets all requirements. It excellence:     Proliciant Performance is more than satisfactory.     Strong Performance is characterized by except Outstending Performance is so exceptional in relational contents.	Desired results on lional proficiency:	a being produced	in a proficion	monroe.
The state of the s	abaciái tacodulitou			
If up to slx of the most important specific duties perform	PECIFIC DUTIES		5.77, A. A.	
mer in which employee performs EACH specific day, of supervisory responsibilities MUST be rated on their a received to the received to their a received to the received to	pility to substate (	(indicate number	of employees	upervised.
CIPIC DUTY NO. 2				BATIN
cts as ZRGRAIL officer for Vietner	a Dosk		er e	LETTE P
CIPIC DUTY NO. 3				RATIN
ids in giving operational support to	denied areas	ous progre	m run by	LETTE
algon Station.			inga kan beri or≢. Salah beri	P
SIPIC DUTY NO. 4		<del>, , , , , , , , , , , , , , , , , , , </del>	<u> </u>	
			· m	RATING
repares periodic reports on progres	s of denied o	rea ops pr	ogram.	S
iFic Dury No. 8				RATING
		n de la companya di Santa di Santa di Santa di Sa		
		uwi, PV		
IFIC OUTY NO. 6				RATING
				LEVYEN
OVERALL PERFOR	WANCE IN CUPP	ENT POSITION		
OVERALL PERFORI				TRATING

FORM AS

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	(Thee Filled In)	
SECTION C	NARRATIVE COMMEN	
overall performance. State sugge on foreign language competence, basis for determining future perso applicable.	estions mode for improvement of work performs if required for current position. Amplify or el connel oction. <u>Monner of performance of monag</u>	keeping in proper perspective their relationship to ance. Give recommendations for training. Comment suplain ratings given in Section B to provide best gerial or supervisory duties must be described; if
During the peri	od covered by this report. Mr	. Fox has for the first time been
and gned as an oper	ations officer in the DD/P, ha	ving transferred from the DD/I in
- April 1963. Mr. Fo	ox has made this transition ve	ry well, and has adjusted himself
the operating tempo	and stmosphere of a busy des	k. He is now a competent and
flexible case ourcer	making a valuable communic	ion to his desk and branch. For the
past moore, se see	served very capably as acting the absence of another officer.	chief of the North Vietnam elemen
		e between his present assignment
and those previous t	o it. This difference has requ	uired some changes on his part.
in terms of emphasi	s and flexibility. Mr. Fox has	s graciously accepted guidance
given him during this	s period, and has developed in	nto an efficient DD/P officer.
Mr. Fox's assig	gnment involves partial superv	vision of two junior officers. He
directs these officer	s effectively, and in a natural	mamer, giving promise of
considerable supervi	lacry capability which future a	assignments can develop.
Kenowing some	additional time on the desk, of	turing which time it is expected
nat mr. Fus was su	sumo more responsibility to	the North Vietnam program, it is
he la fully capable of	f an operational field assignme	EGIOR MIS GODIC WOULD ARRESTED MICE
*Mr. Foz's supervi	isory duties have not been dire	ectly related to fiscal matters.
However, he has re	vealed a normal degree of cos	st consciousness in those budgetar
matters with which	he has come in contact	<u>ragi kebuan sa</u> kabupatèn kecamatan Jiberti
SECTION D	CERTIFICATION AND COMM	IENTS
, t.c.	ERTIFY THAT I HAVE SEEN SECTIONS A, B, AN	ND.C.OF THIS REPORT
ATE	SIGNATURE OF EMPLOTEE	
18 February 1464	BY SUBSEVISOR	
ONTHS EMPLOYER HAS BEEN	BY SUPERVISOR	EMPLOYEE, GIVE EXPLANATION
INDER MY SUPERVISION.		
10		
ATE LAIR OF SALES	OPPICIAL TITLE OF SUPERVISOR	TYPED OF PRINTED NAME AND SIGNATURE
18 Pebruary 1964	Chief, FE/VNC/Vietnam	Donald P. Gregg
2 22.7	BY REVIEWING OFFICIAL	
OMMENTS OF REVIEWING OFFICIA		and the second s
Concur in supe	rylsor's comments. Lobserv	ed this officer along annly
May 1863 and I	believe ha has developed aton	dily in the energione field
a new rea to a	wo. After another alx to nine	months on the deak, he
should be ready	y for his first opp assignment	abroad, homefully in Solone
working on the	North Vietnam program. He	is showing the cormorke of
a well-rounded,	, thoughtful case officer and w	re should not delay too long.
in getting him t	o the field in a real operations	al situation.
ντα	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OD PRINTED NAME AND SIGNATURE
9 March 1964	Chief, FE/VNC	
A WELLTH 1900	Culai, PE/ VIIC	Philip B. K. Potter

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X	FITNESS REPORT											·			
SECTION A			GEN	ER/	L.						117				
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	AREER STAPP ST	4,4,4,4	en e	0.					* <u></u>			- 13- ·			
NOT ELIGIBLE	X wewsen	DEFE	RRED		MITIAL		TYPE OF REPORT								
PENDING	DECLINED	DENIS	D	X	ANNUAL	ME	ANSIONME	NT/EM	PLOVE						
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SECTION B	EVAL	LUATION OF	PERFORM	LAN	CE OF SPE	CIFIC D	UTIES					1			
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SECTION C	EVALUATIO	H OF OVERA	) PERE	51.75											
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Take Into account every luties, productivity, con your knowledge of ample totoment which most ac	iduct on job, coop	crativeness, pe lormance during	rtinent pers	onal	traits or hob	ite. partie	ular limit	utions	or tal	onts.	Base	d on			
	ance in many imp					 (mácytaát	rakoarta.			RAT					
3 - Perform 4 - Perform 5 - Perform	anco clourly moet onco clourly exce onco in every imp onco in avery rea	eds basic require eds basic requi enfant respect i	ments. roments. s Superior.	9	•				-		5				
SECTION D	The state of the s	DESCRIPT	ION OF T	HE	EMPLOYE				"•4:						
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SECTION 2 NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE, in the strengths and evaluates administrative of the training. Describe, it appears to his potentially be described for a standing general agentialities. Administrative of the training of the standing general his potential by principles and for assuring general agentialities. Administrative of the perform his duties in a highly bedeatent manner, showing discribed and initiative. He has succeeded in a contribute of the object into the incommentation of the object that an active and revenient programs. He has been cooperative at all times, and has willingly assumed additional duties, particularly in assisting the Brunch Chief in hardling KULVA problems and requirements. He has cotablished good working relationships with the ODYKE agencies in the field, and has twice during this period received letter of a precision from other agencies for the high calibre of training witch he has confuded. No specific weak assess have been noted, and no special training is recommended at this time.

to the second of		
SECTION F	CERTIFICATION AND COMMENTS	3.33
4.	BY EMPLOYEE	
1	certify that I have seen Sections A. B. C. D and E of this Report.	
DATE	SIGNATURE OF EMPLOYEE	
31 Dugosber 61	Planty Jerone Fox (Stened)	
2.	BY SUPERVISOR	<del> </del>
MONTHS EMPLOYED HAS SEEN UNDER MY SUPERVISION	IP THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, DIVE EXPLANATION	
ONDER MY SUPERVISION		•
<u>7</u>		٠.
	IP REPORT IS NOT BEING WERE AT THIS TIME, GIVE REASON.	
KMHFOASK OMPES MA SONE	ERVISION LESS THAN 30 DAYS REPORT MADE MITHIN LAST SO DAYS	
OTHER (Specify)		
DATE	OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED MANE AND BIONATURE	
31 Dagenoer 61		
	Elmer P. Minto (Signed)	
3:	BY REVIENING OFFICIAL	
I MONTO HIVE GIVEN THIS	EMPLOYER ADOUT THE SAME EVALUATION.	
I BOULD HAVE GIVEN THIS	RMPLOYEE A HIGHER EVALUATION.	
I BOULG HAVE-OIVER-THIS	EMPLOYEE A LONER EVALUATION."	
I CANNOT JUDGE THESE EY	VALUATIONS: I AM NUT SUPPICIENTLY PAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.	
COMMENTS OF REVIEWING OFFIC	HAL	
		. ,
		, .
DATE:	OFFICIAL TITLE OF REVISEING GFFICIAL TTPEU OR PHINTED NAME AND SIGNATURE	
		-
- 01 time 61	Pohint B Charles (Stant)	

Continuation of Section B:

Specific Daty No. 3

collection techniques applicable to the PACP.

Specific Duty No. 4

KUDOVS elements, particularly the Japanese Lielson Staff.

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SECRET (When Filled In) FITNESS REPORT SECTION A GENERAL A. DATE OF BIRTH 4. GRADE POX; Jerome 9 Cetobor 1928 Male CS-11 I. OFF/DIV/AR OF ARRIAN IR 10 Partory Bark CARRIE STAPP STATES A- MEMOSE ----- --REASSIGNMENT/SUPERVISOR X ANNUAL DECLINED DENIED REASSIGNMENT/EMPLOYEE in accourage PERIOD Apr 61 SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES List up to six of the most important spasific defice performed during the rating period. Insert rating number which best describes the moment in which employee performs CACH specific duty. Consider DNLY effectiveness in performance of that duty. All employees with separate or responsibilities MUST be rated on their obility to supervise (mothers manhor of amployees approved. 2. Borely odequote 3. Acceptable 4. Competent 5. Excellent 6. Superior 7. Outstanding receive out we. Monitors and coordinates sains receive out we. Maintains continuing animarine it. CONTROLD and allied armed services with support for comminders officers with support for comminders officers of the various Collection and the continuing animarine collection units in July. With Tokym (continued by participates in the deficitation of collection units in July. With Tokym (continued by participates in the deficitation of collection in the deficit of patches to KULYMY Factory Markings Conversions of the continued to t error out to Dotcrainen, initiates and the literative out the Dotcrainen, initiates and the literative of The Europe in conjunction with species oury no. . Troyldon dota! FC4 train! Barino Precisic out v No. 6 Representa the interest same of KULTEX generally in states with the formal for the formal for the formal for the formal fo Take the o occount avairthing about the employee which influences his allectiveness in his current position - performance of specific duties, productivity, and use an job, scoperativeness, partiant personal traits of habits, particular limitations or talents. Based on your knowledge of employer's avoid performance during the rating partial, place the rating number in the box corresponding to the streament which most accurately reflects his level of performance. 1 - Performance in index important respects fails to most requirements.
2 - Portarmance mosts made requirements but is deficient in one or mara important respects.
3 - Performance closely meets soste requirements. 3 5 - Performance in every important respect is superior.
6 - Performance in every respect is surstanding. SECTION D DESCRIPTION OF THE EMPLOYEE In the enting bases balaw, at ech (X) the degree to which such characteristic applice to the employee 1 - Lean cossible degies 2 - Limited degree 2 - Neumal degree 4 - Abava avarage degree Si- Outstanding dogree

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PACILITATES MOUTH OPERATION OF HIS OFFICE

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7.

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SECTION E	NARRATIVE DESCRIPTION	OF MANNER OF JOB	PERFORMANCE		
Stress strengths and weakni work. Give recommendation apparaibilities. Amplify or t future paragonal actions.	esses demonstrated in current passes for his training. Describe, if a papelete, if appropriate, ratings gli	ppropriate, his potential ven in SECTIONS B, C,	one made to employ for development are and D to provide th	yes for improvement of of for assuming greater a best basis for daterm	ining
	od's accessment of sub, provious fitness repo		imu <b>z eo</b> sen <b>t</b>	ially the same	.5
carried on and, with subject officer by the factory for the Factory for the Factory Mar Intelligence community all ODYOKE Intelligence community and insures to the entire intelligence of subject officer hake any tack; no a subject of ficer, in addition, ULYAX with both KU erformance of his all self-religion; cyling and implementation onte. From the	the this officer has pen marked success, buildiligent effort and by Morkings field has success, buildiligent effort and by Morkings field has suckings Collection Prograty. He has established aligence components he the maximum coordinate ligence community. The being carried out in cot officer's performance demonstrated highed attor how difficult or he has voluntarily under the has subject officers sucressed at maximum and mature judgmenting all measures need to fileer's current period of view of his content of view of his c	t upon the project demonstrating of accessfully established (FCP) within ed and maintained aving an interact deffort in this a thoroughness as the Eorth Asian for the Eorth Asian for the controllicance of the controllica	an organized attracting of listed hisself both the Stu i excellent with and/or caps field with a deffective marea is strong with the organized of the grads of th	by his produces expectence and exitan the focal tion and the Or orking relations billity in the Michael the first willing testing to the oader interests this area. In gree of initiatif his progress at the p	per point MCP ta I of the ve
ECTION F		OH AND COMMENTS		(continuel)	·
	8 Ý. (	EMPLOYER			<del></del>

SECTION F	CERTIFICATION AND COM	MENTS (continue)
1.	BY EMPLOYEE	
1 00	itily that I have seen Sections A, B, C,	This resorting prepared in according
14 April 1961	Jerome Fox (31gned)	ance with the land religion the main.
2.	BY SUPERVISOR	The state of the s
MONTHS TMPLOTEE HAS DEEN UNDER MY SUPERVISION	IP THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYE GIVE SARIANATION
18		
	IF REPORT IS NOT BEING MADE AT THIS TIM	the state of the s
SPINCOARE ONDER HA TOUGH	HISTON LESS THAN SO DAYS	HUPONT HADE WITHIN LAS! 90 DAYS
OTHER (Spenify):		and the second s
DAYE	OPPICIAL TITLE OF SUPERVISOR	TYPED OF EPINTED HAME AND SIGNATURE,
14 April 1961	Coier, SIS	Frank J. Denny
3.	BY REVIEWING OFFICIAL	
	PLOYEE ABOUT THE SAME EVALUATION.	
	APLOYER A HIGHER EVALUATION.	
	APLOYER A LOTER EVALUATION.	
I CANNOT JUDGE THESE EVAL	LUATIONS. I AM NOT SUPPICIENTLY PAMILIA	WANTH THE EMPLOIRE'S PERFORMANCE.
rater, but I cannot hel here. True, we have no few, if any, officers h with Subject; I have be other hand, I have not	p but question what I conside person performing comparable ere who consistently perform on struck by his high motivation favorably impressed by h	Iliar with Sibject's work as in the r the extremely high ratings given duties in the station, but we have at this high level. In my dealings ion and devotion to duty. On the is failure to handle promptly his lyrespecture where and scharges.
14 Apr 1961	OFFICIAL TITLE OF RETILENING OFFICIAL	Robert P. Wheeler

# Continuation of Section B:

Specific Duty No. 3 collection techniques applicable to the FMCP.

Specific Duty No. 4
KUDOVE elements, particularly the Japanese Lisison Staff

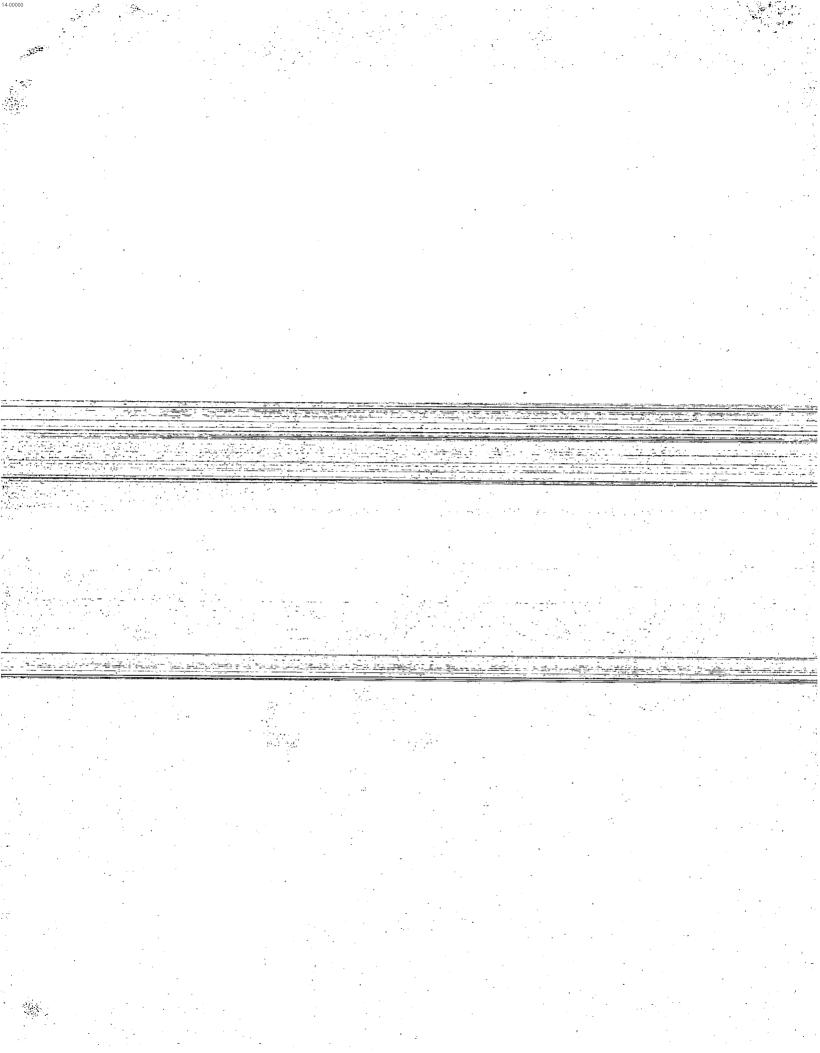
# Continuation of Section E:

and experience in the broader, analytical aspects of the KUCHAP area, including language and area studies:

Continuation of Section F-3:

normal administrative responsibilities.

5. -	•		,		ECRET	<b>)</b>		10 /	nh	11	_		
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Continuation of Section E:

In recognition of subject officer's outstanding performance to date and in view of the considerable responsibilities indicent to the post of factory Farkings representative in this area, I recommend that subject officer be promoted to the grade of GS-12 as soon as possible.

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SECRET

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SECTION E NA	RRATIVE DESCRIPTION OF MANNE	R OF JOB PERFORMANCE
Stress strengths and weaknesse	s demonstrated in current position. Indic	ate auggestions made to employee for improvement of his
work. Give recommendations in	e his training. Describe, il appropriate, h nin, il popropriate, satione alven in SECTI	is potential for development and for assuming grupter re- IONS B, C, and D to provide the best basis for determining
future personnel actions.		
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and thoroughness in	his research assignments. I	lis main weakness is in organizing
		akness is also apparent in his oral
		ly "talks around a point" instead of
"hitting the point".	This weakness has influence	ed the rating given under Section D -
		s a supervisor. It is hoped that
Mr. Pox Mill overcom	e this weakness in his forth	coming aggigment overgeas.
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UNDER MY SUPERVISION		
42	Departed on PCS overseas.	
	IF REPORT IS NOT BEING MADE AT THIS	TIME GIVE REASON.
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#### S-E-C-R-E-T

### REPORT OF TRAINING

Operations Familiarization Course No. 17

# I. IDENTIFYING INFORMATION

Name: POX, Jeroco

Care Balo

Date of Birth:

9 Cotober 1920

Grade or Ranki

05-11

EOD Date:

15 Juno 1955

Office:

ORR

Dates of Courses 6 Apr - 15 May 59 No. of Students: 25

Projected Assignment or Present Position: (from Request for Internal Training)

Pactory Markings Officer in Tokyo.

# II. DESCRIPTION OF COURSE

The Operations Familiarization Course is a six-week course designed primarily for Clandestine Services non-case officer personnel and for non-Clandestine Services officers whose responsibilities in support of operations require adequate familiarization with case officer functions and with the programs and operations of the Clandestine Services.

# III. REPORT OF STUDENT ACHIEVEMENT

To satisfactorily complete the Operations Familiarization Course the student must demonstrate in a series of seminars and in a limited number of written assignments that he has acquired an adequate understanding of the fundamentals of clandestine operations. Testing mechanisms are minimal and do not permit an extensive evaluation of individual performance.

Tox satisfactorily completed Operations Paulitarisation Course No. 17.

FOR THE DIRECTOR OF TRAINING:

ASIGNOPH RELECTED S. G

Chief Instructor, OFC

Chief, Field Training

S-E-C-R-E-T

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Analytic position	in ST/FM							્યું કે

### SECTION II: SPECIFIC CHARACTERISTICS OF THE COURSE

This course lasts 10 weeks. The classes and held 2 hours per day, 5 days a week Students are required to do a minimum of 10 hours per week of drill in the Language Laboratory outside of class hours. The instructor is able to deet at any time by appointment with each student hadry dually. St dense are given an least two mejor tests and a number of ten ulmute tests during the progress of the course.

### SECTION III: OB PETIVES

The general sign of this course is to provide a thorough grounding for the engrees who has previously lied either a trading course to the language or an incurricities introduction to the language. It serves as a basis for further advancement eithershy independent learning in the scale or by further study.

The opecific objectives are:

- A. Ability to produce and distinguish all the sounds of the language.
- B. Ability to use adequately a stock of correct Spantsh sentences and expressions.
- C. Ability to analyse consenses and expressions insomher semponents.
- D. Ability to comprehend screen epecu aposen Sixuatali In a wide vacioty of non-technical estuations.
- Z. ability to read and write informal Spenish using a limited number of vocabulary and atructured items.

# SECTION IV: EVALUATION RATINGS

The following is an explanation of the five terms of evaluation exployed below.

- 1. The student failed to satisfy miniaum requirements, and bin grusp of the material is too inadequate to be functional.
- 2. The student satisfied only the minimum requirements of the objectives. His grasp is barely functional.

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- 3. The student mer the objectives in a creditable surrech, revealing a spood gramp of executing.
- 4. The student showed a migh degree of competence in secting the
- Objectives.

  5. The student femometrated exceptional ability or proficiency in meeting the objectives. Bis necomplishment was one attained by a very small number of equiencs.

# SECTION V: AUMINVENING RAZINGS

The number in each cril restraints the number of students receiving that rating is terms of the above objectives. The auterial (2) represents the rating this student achieved.

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SECTION VI: COMMENTS

Mr. Fox performed fairly unevenly in this course. As a rule his preparations were more thorough during the first five weeks of the course.

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PIERRE E. HYB

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- Rating 1. The serient fathed to setisty minimum regularing, and his great of the material is too included to be functional.
- Rating 2. The student satisfied only the minimum requirements of the objectives. His greap is barely functional.
- Reting 3. The student met the objectives in a creditable manner, revealing a good green of essentials.
- Rating 4. The student showed a high degree of computation in mosting the objectives.
- Rating 5. The student demonstrated acceptional ability on proficiency in machine the objectives. He accomplishment was one attained by a very small member of sandages.

SECTION V: ACHIEVERSON PATINGS

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Since reading skills are stressed during the latter part of the 30-week course series, the taking for Cojective E is based on a limited amount of information.

YOR THE DIRECTOR OF THE LIBERT

/s/ PIERRE E. EYB

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FUTURE PLANS SECTION .

Writing courses and additional on-the-job training, to include overseas TDY on operational assignments.

NOTE OTHER FACTORS, INCLUDING PERSONAL CINCUMSTANCES. TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S PUTURE ASSIGNMENT

SECTION 1.

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### A. COMMENTS CONCERNING POTENTIES

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SECTION N.

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Mr. Fox's development program will continue to te in increasing his capabilities in factory markings analysis and exploitation. A training course in supervision will be considered.

E. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSICANZATI

DESCRIPTION OF INDIVIDUAL SECTION 1.

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TRAIDENT EVALUATION

INTEL PRINCE PRINCIPING MED KARAGON BO.

PROJECT DE ASCIONNESSE DE LESSANGE POSTATON

### Identification Specialist

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Intelligence Principles and Cothods to a low weeks (100 cours) examples of Basis Orientation Course for parsonnel who are on well be engaged in the production of intelligence. Emphasis is on "learning by doing", through the madium of a series of integrated written exercises which require processing of actual intelligence documents. Exercise is also gained in the oral presentation of intelligence through a series of briefings before the class. Each student is assigned a special research problem for which approximately he hours are alletted in the course schedule. The regular are presented to fellow-actuality and instructors in an oral bajering at the close of the course. The student also prepares an amounted biffice rephy, and writes a critical review of one of als chief nowices.

# - L SECTION IV: HOW THE STUTENESS ARE SVALUATED

Written exercises are graded independently by no beast the implants of the instructional staff on the beast of however! the standard many iterior that requirements of selectivity, organization, accuracy to original covering and clarity of style. Graded for each type of smillen exercise are address in Section V. Oral brieflags are evaluated by both instructive are telled students through the une of written critique shoes; and are loss which as following each presentation: A composite grade in given for the grade and brief ings. In the evaluation of the research; dollers the kinds under the latter intelligence focus, exploitation of sources, and general flaging and of written and oral presentation. The grades are defined as in the

SUPERIOR: The student demonstrated outstanding abstity or an expression of the second control of subjectives is surfacionally as a surface of the restriction of the second control of the second cont

Section IV. How the Students are Evaluated (Contd.)

EXCENDENT: The student showed unusual competence, skill or skill in mostling this objective or goal; he demonstrated a thorough graup of the presented material, or, if skills are involved, he demonstrated that he can perform in an extremely effective manner in this area.

SATISFACTORY: The student mot this objective in a competent and adequate manner; he demonstrated a good understanding and grasp of the information presented, or, if skills are involved, he demonstrated sufficient competence to operate effectively in this area.

FOOR: Although the student may have met some of the standards set for minimum achievement of this course goal or objective, he demonstrated serious gaps in knowledge or sufficient lack of skill to be of doubtful competence.

FAILURE: The student was unable to grasp the concepts of information presented, or demonstrated that he had not acquired the necessary information and skills to operate at even minimum capacity in this area.

### SECTION V. HEIORT OF STUDENT ACHIEVEMENT

Figures show grade distribution. The esterisk indicates grade this student received.

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4. Critical Book Review	0	0	h	7 <b>8</b>	3
5. Research Problem			. <del></del> 		
6. Skill in Oral Briefing	0	0	6¤	8	Ō

SECTION VI: METRICIONS OVER-ALL EVALUATION

In terms of all factors observed during the course and taking into account this student's experience in the Agency, grade, and general area of work, an "A" in one of the boxes shows the judgment of the instructional stuff of his performance.

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FOR THE DIRECTOR OF TRUINING:

Chici Instructor

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Training Officer

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### SEGERI

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READING ANALYSIS PROGRAM

ODERCT NATURE OF THE OFFICE

- To determine employees proficiency level in scanning, extensive and intensive reeding tacke.
- To determine employment degree of reading versatility. Versatility is defined as the ability to apply the conversi reading skills. appropriately to various rending airustions.
- To escentain the probable gain which would score from further training in reading enills.
- To inform each am loyed concerning his relative reading proficiency in scanning, extensive and intensive reading and his versatility.

PRADING COMMENSION TO THE ISCORDED SPEED and accuracy of busic comprohonation skills. Complete and objective understanding, enclysis. and interpretation are required in this tast.

FITTIVE READING TEXT lies or the degree of proficiency in in-formational, or goneral resulting.

DETERMINED TRANSPORTED PROFILE Proficiency in acquiring

besic knowledge of new subjects.

2000 TESTS: Presure proficiency in the organization and location of specific information, main like, end questions.

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FOR THE DIRECTOR OF TRAINING

Frances Coak

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January, 1949
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# DESIGNATION OF BENEFICIARY FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

Read instructions

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LACE AN	X IN THE APPR	OPRIATE BOX BEL	OW TO SHOW WH	ETHER YOU ARE		IF YOU ARE RETI	RED OR RECEIVE
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IMPORTANT.—The filing of this form will completely cancel any Designation of Beneficiary under the Federal Employees Group Life Insurance Program you may have previously filed. He sure to name in this form all persons you wish to designate as beneficiaries of any insurance payable under that program at your death.

# EXAMPLES OF DESIGNATIONS

Type or print first name, middle initial, and last name of each beneficiary	Day or print address of each brindelary (fortulating \$1P Code)	Relationship	Share to be paid to rach beneficiary
Mary E. Brown	214 Central Avenue Muncie, Ind. 47503	Niece	All
2. How To Designate More Than One Rener	CIAPT	and the second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second s	
Type or print first name, middle initial, and hell name of each beneficiary	Type or print bilities of each beneficiary (feetung ZIP Code)	Relationable	Share to be paid to rack beneficiary
Alice M. Long	509 Canal Street Red Bank, N.J. 07701	Aunt	251
Joseph P Brady	360 Williams Street Red Bank, N.J. 07701	Nophew	259
Catherine L. Rowe	792 Broadway Whiting, Ind. 46394	Mother	50%
2. How To Designate a Contincent Renefici	ARY		
Type or print first name, middle initial, and last name of each beneficiary	Type of print militens of each beneficiary, charleding ZIP Codes	Relationship.	Share to be paid to
John M. Parrish, if living	810 West 130th Street New York, N.Y. 10033	Father	A11
Otherwise to: Susan A. Parrish	810 West 190th Street New York, N.Y. 10033	Sister	All
4. How To Designate Diversions Benevicias	UPS FOR RESULTS AND OPTIONAL INSURANCE.		
Type or print first name, middle initial, and hat name of each beneficiary	Type of print address of rach lanchelary (listening 211' Code)	Relationship	Share to be paid to
John D. Jones	124 Elm Street Dayton, Chio 45420	Son	All Regular Insurance
Jane M. Smith	421 Spring Avenue Portland, Waipe 04101	Niece	All Optiona Insurunce
HOST TO CANCEL A DESIGNATION OF BENEFIC	IARY AND EFFECT PAYMENT UNDER ORDER OF P	RECEDENCE (see b	ack of duplicate)
Type or print first name, middle initial, and last name of read beneficiary	Type or print address of each-leneficiary closeding ZIP Codes	Relationship	Share to by paul to each beneficiary
Cancel prior designations			
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# ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE FEDERAL EMPLOYEES GROUP LIFE INSURANCE PHOGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

# TO COMPLETE THIS FORM-

### FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form. Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

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STARRAD FORM No. 176-7 JANUARY 1964 (For the only until April 16, 1968) 176-10)

13 December 1973

Letter of Commendation

TO: Jerome Fox

1. I hereby commend you for your performance in a sensitive Station operation which was completed on 3 and 4 December 1973. Your role ensuring the security of the operation was of the utmost importance. To your credit you remained alert and carried out your duties professionally, despite the initial frustrations and the long hours involved. In doing so you have contributed to the successful accomplishment of a priority objective of our organization.

2. A copy of this letter will be placed in your official personnel file.

Amos W. NOTTACKER Chief of Station

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INDICATE YOUR RECOMMENDATION FOR HIS HEXT ASSIGNMENT, AND, TRAINING	
bolleve that Subject could make a contribution as a case officer at tation with an active MHABYSS program. He knows the subject well an	ď
itation with an active minariss program, he knows the subject will an	•
an get along with LNAGON personnel. His other strength lies in communist Party operations either as a handler of recruited assets or	, 1
communist Party operations situar as a natural of lectured assets of an analyst of doctrine. In light of the foregoing, Bangkok Statio	n
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light well be an appropriate assignment. House the commonont where his	.1,
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FRQ - Jeromo Fox - 14 March 1973

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I favor, strongly the return of Subject to this Station for a second tour of duty
following home leave. He is handling one of the most complex fields of activity at
this Station, one which is of a very high priority - the radical left in all its
manifestations. Continuity and experience are essentials to any significant progress
against this target. Returning Subject for a second tour of duty would give us both
at a time when the radical left will be expanding and moving ahead towards its goals.
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE
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FIELD COMMENTS - continued

Subject has performed well in his assigned field thus far and I would expect to reap substantial benefits from his performance during his second tour based on the experience and knowledge he will have gained by the end of his first tour.

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### IMPORTANT

Central Processing Branch has been charged with responsibility for ensuring that all employees processing PCS to the field have reviewed the field version of the Employee Conduct Handbook. You will not be checked out for your proposed travel until you sign the following statement and return it to CFB. Your Personnel Officer can provide you with a copy of the Handbook.

# MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Conduct, dated 28 October 1964.

Signature

Date

FOX, JEROME

CONFIDENTIAL

Group 1 - Excluded from automatic downgrading and declassification.

55A/DAS 67-2031

1 6 OCT 1967

MENDRANDUM FOR: Deputy Director for Plans

BUBJECT

Mesers. Jerone Fox and Harry C. Poterson -

Fourth Security Violation

BEFERRE IR 10-10

- 1. This memorandum contains a recommendation for approval in paragraph 4.
- 2. Two officers of this Division have incurred their fourth security violation. Reference requires that I impose at least two weeks' leave without pay in each case unless your approval is obtained for a lessor possity. I propose such a lessor penalty and request your concurrence.
- 3. The officers concerned, Mesery. Jorone Fox and Harry G. Poterson, are both dedicated Agency employeen who have never, to the best of my knowledge, evidenced contempt for our security procedures nor displayed such gross negligence as to require strong remedial action. Is noither case were any of the violations such as to indicate a compromise of information was probable; all wore oither open-safe or "expended-classified-material" violations such as one-time typewritor ribbons, and none involved less of documents, indiscreet talk or other more serious matters. Further, the majority of the violations occurred on occasions when the individuals concerned worked past the formal close of business and, while this is no excuse for corelessness, frequent evertime work does increase the possibility of a violation since the usual after-hours duty check in not operative. It seems to me, therefore, that the two weeks leave without pay required by reference would be an excessively heral penalty and not conductive to the enhancement of here's conductive. to the enhancement of Agency occuraty in general. I, therefore, proposo the imposition of two days leave without pay and a written reprisend for each officer. Copies of the proposed regrisend are attached.

Ca. 11642 411

4. It is recommended that the subjects be each issued a written reprimend and directed to take two days' leave without pay as the result of incurring their fourth accurity violation.

signed/Joseph W. Smith

William R. Colby Chief, Far East Division

Attachment Proposed reprimends

> * The recommendation contained in paragraph 4 is APPROVED:

/S/ Cord Mayor, Jr.

Aleguty Director for Plans

16 MEV 1967

Date

* The recommendation contained in para. 4 is approved; except that 3 days LWOP will be charged instead of the 2 days proposed.

	Supplement to	Staff	Employee	Personnel	, .	
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The purpose of this memorandum is to call your attention to existing policies which are particularly material to you wille you are integrated and to set forth certain rights and obligations which are incident to your status as an appointed employee. It is hereby agreed and understood that:

- l. As an employee of this organization, at the present grade and salary of the cover employment with another Instrumentality of the Covernment (hereinafter referred to as "your cover facility") effective as of the covernment (hereinafter referred to as "your cover facility") effective as of the covernment (hereinafter referred to as "your cover facility") to this organization, abide by all the rules, regulations, practices and policies of your cover facility, in order to appear as a conventional member of that establishment. Your appointment to your cover facility is being effected at PSR-5 and salary of \$12,074. per amam. You are prohibited, except as specifically authorized herein, from retaining empluments paid by your cover facility.
- 2. It is understood and agreed that the minimum period of your oversees tour of duty is governed by and coincident with the prescribed tour of duty of your cover organization. Currently, your prescribed tour consists of a period of the from the date of your arrival consists of a period of at your overseas post of dity. Your assignment may be terminated earlier for the convenience of this organization and the length of your tour of duty, as currently specified, may be unilaterally changed by this organization in order to conform with subsequent changes in the prescribed tour of your cover facility. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed the minimum period of service prescribed above from the date of arrival at your oversees post of duty, you will not be entitled to return travel or transportation for yourself or your dependents to the United States at Government expense. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed one (1) year of service from the date of your arrival at your overseas post of duty, you will be required to reimburge the Covernment for all of its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas post of duty.

- 3. Travel to your post of duty overseas and your return travel to the United States, as well as travel performed overseas which is consistent with your cover designation, will normally be at the direction of your cover facility. Such travel will be accomplished in conformance with applicable regulations of your cover facility except when you are directed for operational reasons to perform travel in accordance with the regulations of this organization.
- allowances paid by your cover facility shall be retained by you to the extent that they are less than or equal to the salary and allowance payments due on the basis of your grade level with this organization. If such cover payments are less than the amount due, the difference will be credited to your payroll account with this organization. If such cover payments exceed the amount due, the overage will be remitted to this organization at designated intervals; presently comparisation at designated intervals; presently comparisations hereunder will be made on the basis of the aggregate gross due and received provided, however, that in computing remittances for overage Federal and, if applicable; District of Columbia income taxes withheld by your cover facility against the overage may be deducted. To assure timely accuracy in your payroll account with this organization you are expected to immediately report cover facility payroll changes.
- 5. Your status as an employee of this organization will continue in full force and effect during your period of duty with your cover facility and you will continue to be entitled to all rights, benefits and employeers, of such status. Certain variations in procedure will be required, however, to proserve the security of your cover position:
  - a. Upon integration into your cover facility, you will continue to be covered by the provisions of the Civil Service Retirement Act, as amended, and at your personal expense you will be subject to pay-roll deductions for retirement purposes (now six and one-half per cent) on the basis of your cover salary or your salary from this organization, whichever is the greater.
  - b. If you receive taxable income from both your cover facility and this organization, necessary adjustments for Federal, and if applicable, District of Columbia income tax purposes will be made in conformance with instructions received from this organization.
  - c. Consistent with your cover activity, you will continue to be responsible for compliance with the rules and regulations of this organization.
  - d. You are not assured upon the completion of your period of duty with your cover facility of any status with your cover based on your services performed with that organization at the request of this organization.

- e. All annual and sick leave which is accrued to your credit at the time of integration will be transferred to your cover facility. While integrated you will be permitted annual leave, sick leave, home leave, and leave without pay in accordance with the regulations of your cover facility in liqu of the leave benefits of this organization. Upon completion of your integration your accrued annual and sick leave will be transferred to your credit with this organization. If security conditions require that your cover facility make a lumpsum payment for accrued annual leave, you will be required to pay the gross amount thereof to this organization including any income taxes withheld by your cover facility.
- 6. You will be required to keep forever secret this agreement and all other information which you may obtain by reason hereof, unless you are released in writing by this organization from this obligation. Violation of such secrecy may subject you to ariminal prosecution under the Esplonage Lava, dated 25 June 1948, as amended, and other applicable lava and regulations. The termination of your employment with this organization will not release you from the obligation of any security eath you may be required to take.

UNITED STATES COVERNMENT

Personnel Office

EVELYN N. PLAGO

ACCEPTED:

JEROSE POX

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### COBRIDETIAL

MESOFARDUM FOR: FE Curoer Management Committee

From 08-12 to 08-13

Jordan Pox from OB-12 to OB-13. He has been in his present great for almost five years. He is already performing at the level necessity capested of a OB-13. No. For was remised fifth enough 11 OB-12's currently at Victoria Station. The Station recommendation as contained in Saigon 1925. (72709) is quoted in the following paregraphs:

2. Into employee has performed at a highly contracted a Level during his tour at this Station. During the first year he was enclosed to a verticity of jobs, all of which he appropriated with vigur said suppolity. There included listoes respectibilities with both the Special Decach of the National Police and the Select Municipal Police. He has also segured in mailatoral agent activities; he has developed, recreived and managed two mailatoral agents, and plans to attempt the recruitment of a tided grier to his departure. During the last paried of his dury, Societ has concentrated on the development and progress of a sensitive VI/CI activity concerned with a mil intercept. He initiated wile project, and has since samped 15 in sum a resmar that it has croised have a antilateral project with considerable potential. During me are so of bis town, the case officer was also charged with the implementative of an entity ty instinct to bring about the release of an Assissi palement hold by the TC. Will this and not occo to frattice, deject existing to ested offenesses a telegraphy of the property Ed comp.

3. Orders displays the qualities of a highly aspecie, willremarkd officer. He has expressed his one tooks with a mater and
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expected to be highly motivated, and I consider his an officer vise a
great that of long-range preserval.

(11 Aug 66)

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# CONFIDENTIAL

2 8 MAR 1967

MEMORANDUM FOR: Chief, FE Division DD/P

SUBJECT

Security Violation - Open Sale

FOX Jerome

(FOURTH VIOLATION)

1. An investigation by this Office has determined that Mr. Fox, assigned to your Division, was responsible for an Open Sale security violation which occurred on 9 March 1967.

- 2. The records of this Office indicate that Mr. Fox has been previously charged with an Open Safe security violation which occurred on 28 May 1964, an Exposed Classified Material security violation which occurred on 11 January 1966, and an Exposed Classified Material security violation which occurred on 12 May 1966. In view of the fact that there have not been two consecutive years without a violation since 28 May 1964, this is to be considered Mr. Fox's fourth security violation for administrative action as specified in Section (e) of CIA Headquarters Regulation 10-1.
- 3. It would be appreclated if you would advise this Office by memorandum of the administrative action taken in this case.

Email P. Gelss Deputy Director of Socurity (PTOS)

Att Violation Report

ce: Deputy Director for Plans Director of Personnel



# CONFIDENTIAL

### SECURITY VIOLATION REPORT

#### DETAILS OF VIOLATION:

On 9 March 1967, at 7:29 p.m., USSP Poag reported finding Safe No. D-1460 improperly secured in Room 5C-35, Headquarters Building. Security Duty Officer Craig responded and determined that:

- 1. both drawers were found closed but unlocked;
- 2. the sale was opened by merely depressing the hand latch:
- 3. the sale contained material classified through SECRET:
- 4. the char force had not been in the area prior to this discovery.

SDO Craig changed the combination and secured the safe at 8:30 p.m.

#### INVESTIGATIVE FACTS:

Mr. Jerome Fox, the custodian of the safe, accepted full responsibility for this occurrence when interviewed in his office on 10 March. Mr. Fox stated that he obviously failed to secure the safe due to the fact that he had no reason to believe anyone else would have opened it subsequent to his departure at 6:00 p.m. (NOTE: The safe was left improperly secured for approximately 90 mireles.) It should be noted that Mr. Fox had signed for the security check of his area.

#### CONCLUSION:

In view of the above circumstances, Mr. Fox is charged with an Open Safe security violation.

### SECURITY HISTORY:

Mr. Fox has been employed by the Agency since June 1955. A review of his record indicates that he has been proviously charged with an Open Sale security violation which occurred on 28 May 1964, an Exposed Classified Material security violation which occurred on il Jamuary 1966, and an Exposed Classified Material security violation which occurred on 12 May 1966.

VILLIAM S. WILKINGON

Chief, Survey Branch

JOHN SANDELS

investigator

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He i

#### REPUBLIC OF VIRTHAM

#### AFRIT COMMENDATION

FOR Mr. JEROME FOX, American counterpart to the Police Special Branch of the Directorate General of National Police, who is awarded the Phird Class Honorary Police Redal by Decree No. 1744-ND/PP/VP of 24 September 1966.

Mr. JEROME FOX is an outstanding counterpart and a sincere friend of the National Police Branch.

During his period os service in Vietnam, Nr. JERONE FOX devoted all his ability, experience, and good will to helping the Police Special Branch, especially in the task of setting up a people's intelligence net.

The dedication and enthusiasm of Fr. JERCE FOX helped the National Folice Branch to achieve excellent results in safeguarding security and maintaining law and order in Saigon, the Capital.

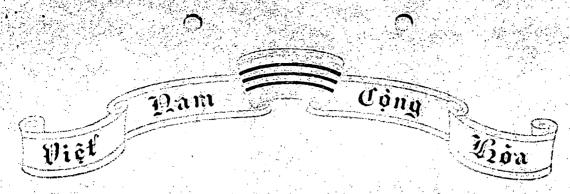
Er. JEROME FOX's spirit of mutual aid merits praise and remembers

Saigon, 2h September 1965

Chairman of the Central Executive Cormittee

/Signed and Sealed/

Air Vide Carshal NOWYN CAO XX



# BÂNG THIÊN. DHƠNG CÔNG. TRANG

vo Cng Jeromo Fox, Phối-trí-viên Hoa- ý cánh Khối Canh-vật trọc-Biệt Tổng Tha Canh-vật Quốc-Gia được ân thường bộ tam đẳng Canh-sát đạnh-dự Rội-tinh đo do Hghi-định số 1744-Nu/HP/VP ngày 24 tháng 9 năm 1966.

Öng Jerome Fox in röt Phối-trí-viên ưu-từ và in Người bạn chân-thành của ngành Cảnh-Sát Quốc-gia.

Trong thời gian phục-vụ tại Việt-Nam, ông Jerome Fox đã đơn hột khá nững, kháh-nghiên và thiên-chí giúp để khối Cảnh-sát luc-biết, nhất là trong công tác đặt luởi tỉnh bảo nhận dân.

Eir tận tiện và lòng nhiệt thành của ông Jeroze Fox đã giúp cho myanh Canh-sát cuốc-gia thân dạt được nhiều kếtquả tốt đẹp trong công cuộc bảo vệ nh-ninh và duy-tri trật-tự tại iô-thành Saigon.

Tinh-than tiving-try cun ing Jeromo Fox dang diffe

Salson, ngày 24 tháng 9 aim 1966 Chú-tịch tr-Ban (din-Phile thuid-1883,

HO TIGH

REPUBLIC OF VICTORN OFFICE OF THE CHAIRMAN RATIONAL LEADERSHIP CONNTITUES

CHAIRMAN OF THE CENTRAL EXECUTIVE CONTITUE

Reference the order of 19 June 1965 which was supplemented by Decree No. 6-QLVNCH/QD of 6 June 1966 of the Armed Forces Council of the Republic of Vietnam:

Reference Decree No. 3-QLVNCH/QD of 1L June 1965 which was supplemented by Decree No. 7-QLVNCH/QD of 6 June 1966 of the Armed Forces

Council of the Republic of Vietnam which established and fixed the composition of the National Lendership Council;

Reference Decree No.001-a/CT/LDCC/SE of 19June 1965 and all succeeding documents which established and set the composition of the Central Executive Committee;

Reference Decree No. 080-CT/LDOG/SL of 6 September 1965 which created two types of medals, the Police Service Medal and the Honorary Police Nedal;

Reference Decree No. COL-CT/LDCG/ND of 21 January 1966 which tixed the methods of awarding the medals mentioned above,

#### DECREE

Article One. Now the Third Class Honorary Folice Redat is awarded to Er. Jeneral FOX, American Counterpart to the Police Special Branch of the Directorate Seneral of National Police.

Acticle Two. Too Commissioner General for Security and the Administrative Assistant in the Office of the Chairman of the Central Executive Committee will assume the responsibility for implementing the Pecres.

Salgon, 2h September 1966
/Signed and Sealed/
Air Vice Marshal NUMYEN CAO KY

VIET NAM CONG HOAL

Phù Chù Tịch Ủy Ban Hành Pháp Trung Ương

Số 1744-ND/HP/VP.

Chi Cich

Uly Bun Hank Phip Crung Uong

Cixión bởc-, hấp ngày 19 tháng bấu nơn 1965 bị-thá bhi quyết-Mui có 6-310 Ch/Qu ngày 6 tháng bấu nơn 1966 của bại hội-bằng quốn-Lýc Việt-hập Cộng-lỏa ;

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Chiến the-lậnh cổ 001-a/CT/ED G/SL ngày 19 tinh g tầu nưa 1907 và các vớn hiện kế tiếp thàm-lập và ch-tịnh thàm: phùn sy-làn hành-Pháp Trun Hòng;

Cincu sho-long at 000-cr/wed/il ngay 6 tháng Chín n'm 1965 thát-lập hại loại huy-chư ng "Chin-sát Chiến-Công lội-linh" và "Càm-sát Dani-Dy Dội-linh" ;

Chiếu light-linh số 001-CT/LD00/IID ngày 21 tiếng Giống nơn 1X0 đị-linh thố-thức cấp thư hợ các huy-chi khy kổ tron,

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Saigon, ngày 24 tháng 9 ngà 1966

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Office of Training

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Year or Make: .1928

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Officer Orr/3c/rx

COURSE ORIESTIVES, CONTENT, AND METRODS

The Objectives of this course are:

- 1. To develop on acquaints no with the learning processes.
- 2. To apply the principles of learning and instruction in crastical teaching experiences.

This course included planning and practical tracking work in: principles of learning and teaching; effective one) croundfailed; demonstration techniques; training aids; eliments of effective class discussions; principles of lesson planning; all based upon the inflormation of the principles of learning. Due to the spongers of the course, familiarization only was attempted with the above aspects of eaching.

During this course, each studies presented to the class a county opens, describing a close discussion, and less a plan, all reduced to his own subject making area. These presentations are colliqued and the list representations are the manufacture of the process of the season of the process of the half of the products course time has spent to practical exercises.

ACTIVE PARTERIES

This student has cattefactorily accomplished the course objectives and set the course standards in presenting his exercises. Fro fee has a pleasant manner of specific, and with each presentation to the class his effectiveness increased. To use able to use visual aids offectively to reed advantage, and he had worthshill our estions for improving the presentations of others. The evidenced a sound grass of the original plan for at-

Passite his modicable progress during the course, Mr. For needs to show more interest in his students and regularly maintain good sys contact with his entire class. By giving continual attention and practice to vocal variety, overt canifestations of enthusians, and the establishment of closes rapport with the students, Mr. For should be said to increase considerably his competence as an instructor.

Price Ochaver

FOR THE PERSONNE OF TRAINING

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# SEGRET

18 April 1961

MEMURANDUM FOR THE RECORD

Serano France

SUBJECT: Outstanding Ldvanco Balanco.

- 1. This memorandum is to be made a part of subject's personnel file, by direction of acting Chief, Tokyo Station.
- 2. As stated in Paragraph 4 of the Tokyo Station Audit Report for the period 1 September 1960 through 28 Pebruary 1961, subject has an outstanding balance of \$167.62 in his travel advance account. The advance has been open since 8 December 1960, despite repeated efforts on the part of Finance to close the account.
  - 3. The balance referred to above is computed as follows:

8 December 1960 - Travel advance

8500.00

22 March 1961 - Accounting for travel for period 10-18 December 1960

332.38

Balance Outstanding

\$107.62

- 4. Finance Memorandum 61-19 dated 17 April 1961 again requested that the balance be refunded and the account closed. An addenium to this apparandum, signed by Acting Deputy for Operations, informal KRACKE that he was to refund the balance no later than COB 17 April 1961.
- 5. In written reply to the memo stated that he would refund the belance no later than 28 April 1961, upon receipt of a back deposit slip from PSPRIME.
- 6. After further discussion between POLLOCK, , RUCER, and the ordersigned, TCKY 6451 and FJIT-7132 were sent to Headquarters requesting an immediate transfer of \$167.62 from subject's Credit Union account to Finance Division for T/A to Tokyo Station.
- 7. Subject has been informed that no further advances of official funds will be made to him, except for housing expenses and the exact cost of tickets necessary for official travel.

HENRY RUMINSCHABE Finance Myleer

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# TSS/PB/TRAINING DIVISION EVALUATION

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SECRET

Standard Porm No. 56 September 1994 U. S. Civil Strike Commission F. P. M. Change Zi

# DESIGNATION OF BENEFICIARY FEDERAL EMPLOYEES' GROUP LIFE INSURANCE ACT OF 1954

IMPORTANT

Read instructions on back of duplicate before filling in this form

INFORMATION CONCERNING THE IN	SURED:	
NAME (Last)	(Middle)	DATE OF BUSTIL (Month day, year)
POX	JERONS	October 9, 1928
DEPARTMENT OR AGENCY IN WHICH EMPLOY	io (If retired, so state and give "CSA" or "CSI" n	umber);
	[유] - 네트 - 취소보스 전 [휴] : : [주인]	
(Department or airpory)	(Rureou)	(Propried)
I, the employee or annulant identified Employees Group Life Insurance Act here receive any amount of GEOUP LIFE INSU death. I understand that this Designation cunless or until canceled by me in writing, or or until such time as I become insured as a re	obove, canceling any and all previous Designations of the end of the designate the classification of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end o	of Benepiciary under the Federa ry or beneficiaries named below to SURANCE are and payable at m ith respect to easy amount payable nt or agency obser than the above Benepiciary shall terminate.
INFORMATION CONCERNING THE BE	NEFICIARY OR BENEFICIARIES:	
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Cancel prior designations		
•		
hat this Designation of Beneficiary shall be ve	above, that, if wore than one beneficiary is named, choqually among the surviving beneficiaries, or eath id if none of the designated beneficiaries is living a concel or change any Designation of Heneficiary a	cely to the surviver. I understand,
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1311'ORTANT.—The filing of this form will completely cancel any Designation of Heneficiary under the Federal Employees' Group Life Insurance Act you may have previously filed. Be sure to name in this form all persons you wish to designate as beneficiaries of any group life and accidental death insurance payable under that act at your death.

# EXAMPLES OF DESIGNATIONS

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How To DESIGNATE ONE BENEFICIARY			
Type or print first name, middle initial, and last nar of each beneficiary	Type or print address of each briefletary	Relationship	Share to be paid t
Mary E. Brown*	214 Central Avenue, Muncie, Ind.	Niece	each beneficiary
How To Designate More Than One Bene	FICIARY		
Type or print first name, middle initial, and tast name of each beneficiary	Type or print address of each beneficiary	Kelationship	Share to be paid to
Alice M. Long	509 Canal Street, Red Bank, N. J.	Aunt	one-fourth
Joseph P. Brady	360 Williams Street, Red Bank, N. J.	Rephew	One-fourth
Catherine L. Rowe	792 Broadway, Whiting, Ind.	Mother	One-half
How To Designate a Contineent Beneficia	RY		
Type or print first name, middle hittial, and last name of each beneficiary	Type or print address of each lensfleiney	l Relationship	Share to be pold to
John M. Parrish, if living	810 West 180th Street, New York, N. Y.	Father	
thereise to: Susan A. Parrish	810 West 180th Street, Now York, N. Y.		All
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COMPIDANTIAL

TO ! Chief, Fiscal Division 1405 Alcott Hall

FROM : Chief, Records and Services Division

SUBJECT: EF-2808

Attached is SF-2808 (Designation of Bonoficiary) for:

Fox Jerone

Rec'd Mille Kuster

Date 24 JUN 1955

Please sign second copy and return to:

Chief, Transections and Records Branch

Curio Hall

J JUDENT D. HERP

COSTORUTAL

STANDARD FROM GT (PRIVITE AUGUST 190)
PROMUCETTO BY (178) MAJOR COMMISSION

# APPOINTMENT AFFIDAVITS

IMPORTANT.—Before executing to these appointment affidavits, you should read and understand the attached information for appointee

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(Department or ageogy)	(Duren ce (livides)	(Place of em	oloy ment)
I, Jerome Pox		, do solemnly swear (	or affirm) that-
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I will support and defend the Constitution of the I will bear true faith are without any mental reservation or purpoduties of the office on which I am about	nd allegiance to the	e same; that I take to I will well and fair	this obligation free!
B. AFFIDAVIT AS TO SUBVERSIVE ACTIVIT	얼마나면 사는 나는 이 아이를 보았다.		
I am not a Communist or Fascist. that advocates the overthrow of the Government of the United States. I do I become a member of such organization Government.	I do not advocate vernment of the Un ree or violence to d o further swear (or	nor am I a member ated States by force eny other persons the affirm) I will not so	or violen <b>ce or</b> other icir rights under the padvocate, nor wi
C. AFFIDAVIT AS TO STRIKING AGAINST T	HE CENTRAL COVE	DUBCHT	
I am not engaged in any strike again so engage while an employee of the Government employee of the United States, and that I will not, an organization.  D. AFFIDAVIT AS TO PURCHASE AND SALE	et the Government ernment of the Un es that asserts the while a Governme	of the United States ited States; that I a	m not a member o
I have not paid, or offered or promise firm or corporation for the use of influence	d to pay, any mone	y or other thing of v	alue to any person
E. AFFIDAVIT AS TO DECLARATION OF APP  The answers given in the Declaration		the reverse of this	form are true and
correct.			
15 June 1955	-le	rosse Fox	
(Dece of entran a on duty)	A	(Signature of sylvatore)	***************************************
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### DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

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Ministers Form No. 28 September 1974 U. B. Chrif Service Commission F. P. M. Chapter 21

#### DESIGNATION OF BENEFICIARY FEDERAL EMPLOYEES' GROUP LIFE INSURANCE ACT OF 1954

IMPORTANT
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IMPORTANT.—The filing of this form will completely cancel any Designation of Beneficiary under the Federal Employees' tiroup Life Insurance Act you may have previously filed. He sure to name in this form all persons you wish to designate as beneficiaries of any group life and accidental death insurance payable under that act at your death.

## EXAMPLES OF DESIGNATIONS

#### HOW TO DESIGNATE ONE BENEFICIARY

,	Type or print first name of each	middle initial, and last name beneficiary	Type or print address of each benedelary	Relationship	Share to be paid to each beneficiary
	Mary E. Brewn		214 Central Avenue, Muncle, Ind.	Niece	A11
	politic land				

### How To DESIGNATE MORE THAN ONE BENEDICIARY

Type or print first name, middle initial, and fast name of each benedicary	Type or print address of each beneficiary	Helationship	Share to be paid to
Alice M. Long	809 Canal Street, Red Bank, N. J.	Aunt	One-fourth
Joseph P. Brady	360 Williams Street, Red Bank, N. J.	Nophow	One-fourth
Catherine L. Rowe	792 Broadway, Whiting, Ind.	Mother	One-half

#### HOW TO DESIGNATE A CONTINGENT BENEFICIARY! . . . .

Type or print first name, mikite initial, and fast name of cack templiciary	Type or print address of each letteffelser	Relationship	there to be paid to
John M. Parrish, if living	810 West 180th Street, New York, N. Y.	Father	All
	810 West 180th Street, New York, N. Y.		A11
			A Comment

#### HOW TO CANCEL A DESIGNATION OF BENEFICIARY SO THAT AMOUNT DUE WILL BE PAYABLE AS PROVIDED IN THE LAW

Typo or print first name, middle instell and last name of each beneficiary	Type or print address of each fearnitary	Reintionably	Share to be paid to much beneficiary
Cancel prior designations			के किए के प्राप्त में क

IMPORTANT: The information on this form will be used in determining creditable service, for fewer purposes and retention credit for reduction in forces. The employee should complete Part I and the Personnel Office should complete Part I and the Personnel Office should complete Part I and the Personnel Office should complete Part I in the reduction in forces. The employee should complete Part I and the Personnel Office should complete Part I and the Personnel Office should complete Part I.  PART I.—INIT. COLUMN II IN PART I.—INIT. COLUMN II IN PART I.—INIT. COLUMN II IN PART I.—INIT. COLUMN II IN PART I.—INIT. COLUMN II IN PART I.—INIT. COLUMN II IN PART I.—INIT. COLUMN II IN PART I.—INIT. COLUMN II IN PART I.—INIT. COLUMN II IN PART I.—INIT. COLUMN II IN PART I.—INIT. COLUMN II IN INIT. IN PART I.—INIT. COLUMN II IN INIT. IN PART I.—INIT. COLUMN II IN INIT. IN INIT. IN INIT. IN INIT. IN INIT. IN INIT. IN INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT. INIT.	STANDARD FORM 144  S CIVIL VERYCE FORMUSSION FRI CHAPTERS LI AND PI	EMEN	TOF	PRI	OR F	EDERA	L AI	ND MILITARY	SERVICE		
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PART 111.—DETERMINING CREDITABLE SERVICE AND SERVICE COMPUTATION DATE FOR LEAVE PURPOSES

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#### PART IV.— DETERMINING CREDITABLE SERVICE AND SERVICE COMPUTATION DATE FOR REDUCTION IN FORCE PURPOSES

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REMARKS

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# PERSONAL HISTORY STATEMENT

- natructions: 1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.
  - 2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

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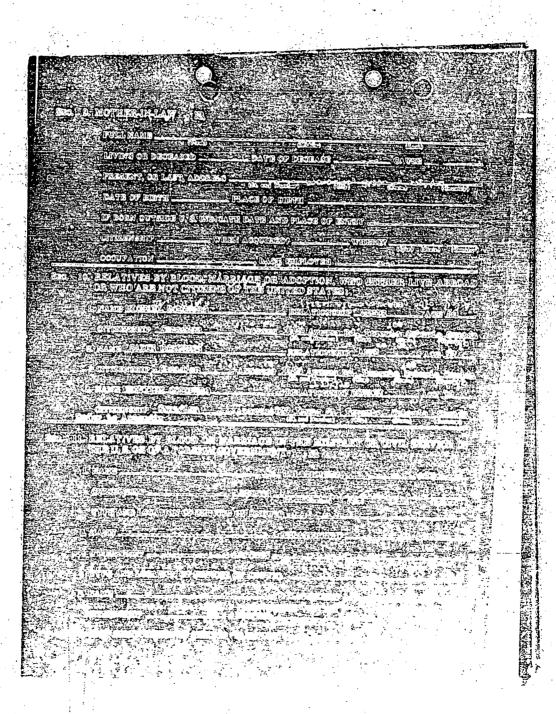
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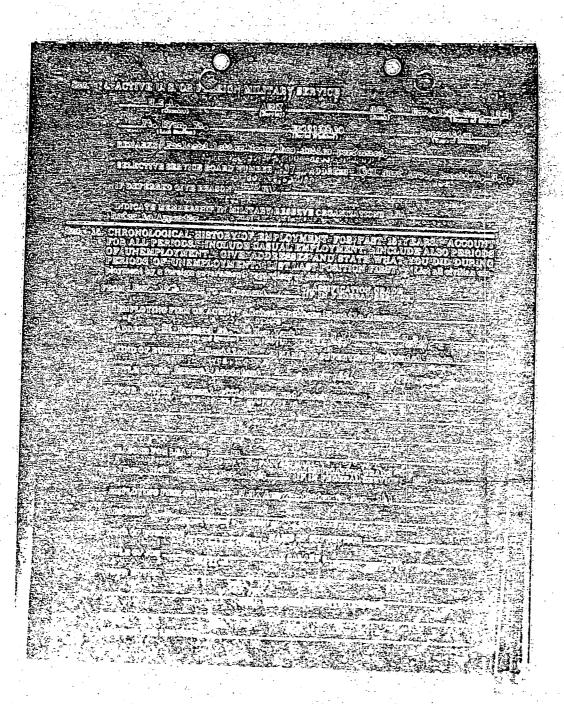
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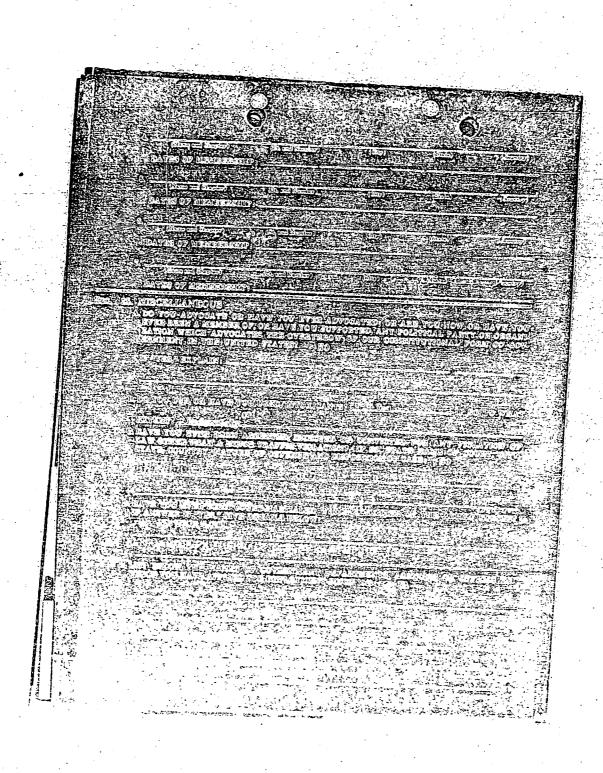
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# CONFIDENTIAL BECURITY INFORMATION SECURITY APPROVAL

Date: 2 August 1955

TO: Chief, Records & Services Division
Personnel Office
FROM: Chief/Security Division
Personnel

SUBJECT: FOI, Jerome

Your Reference: SR-9299-A ORR

Case Number: 102815

1. This is to advise you of security action in the subject case as indicated

below:

Security approval is granted the subject person for access to classified

Security approval is granted the subject person information.

Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9.

2. Unloss the subject person enters on duty within 60 days from the above date, this approval becomes invalid.

3: Subject is to be polygraphed as part of EOD procedures.

Ernal P. Gelss

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CONFIDENTIAL

FORM NO. 38-101 FEB 1939

# CONFIDENTIAL SECURITY INFORMATION INTERCEFICE MEMORANDUM

Dato: 27 May 1955

10. Chief, Processing & Records Division Personnel Office FROM: Chief./Security Division Personnel

SUBJECT: POX, Jorome - #102815

Request No. SR-9299-A - ORR

1. Reference is made to your request for security clearance of the subject person who is being considered for employment in the following positions

Ident. Spec. GS-7, DDI/ORR-Office of the Chief, Washington, D. C.
2. This is to advise you of the following security action:

a. Throwisional socurity clearance is granted to permit subject's employment on a temporary basis in the following area or in the following capacity:

This clearance is granted upon the condition that subjects 1. not have access to classified external; 2. not have access to secure areas; 3. not be issued a badge or credential; 4. not represent himself as a CIA employee; and 5. not be assigned to any unclassified duties other than indicated above.

b. Name-checks have been completed on this person. Arrangements should now be made by your office for an interview in this Division. Upon completion of this interview further consideration will be given to the requested Limited clearance for access to information classified no higher than Secret. If subject has not entered on duty under a proviously granted provisional clearance the interview should be arranged after entrance on duty.

c. Subject is security approved for temporary appointment to a position requiring access to information classified no higher than Secret.

Officials of the employing office should be advised of this security limitation and should be instructed to supply future supervisors with advice as to the limitation so as to insure continued compliance.

Security action to effect full approval is continuing and your office will receive advice of full clearance upon completion of this action. Upon receipt of full security clearance, the present limitation will be reactanded and supervisors should be advised accordingly.

Brust P. Geiss

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